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City and County of San Francisco



Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

**1996-1998 INVESTIGATION INTO
MINORITY/WOMAN BUSINESS PARTICIPATION
IN CITY CONTRACTING**

**ANNUAL REPORT TO THE MAYOR AND THE BOARD
OF SUPERVISORS ON CHAPTER 12D OF
THE SAN FRANCISCO ADMINISTRATIVE CODE**

Marivic S. Bamba,
Executive Director

March 1, 1999

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ANNUAL REPORT

MBE/WBE/LBE UTILIZATION ORDINANCE - IV

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I. OVERVIEW

Supreme Court mandates require the periodic evaluation of the need for continuing race and gender conscious remedial programs, such as our MBE/WBE/LBE program. (See, *e.g.*, *Croson v. City of Richmond*, (1989) 488 U.S. 469)

Chapter 12D of the San Francisco Administrative Code, the authorizing ordinance for the City's Minority/Woman/Local Business Enterprise ("MBE/WBE/LBE") program requires the Human Rights Commission ("HRC") to periodically evaluate the effectiveness of the program in the form of annual and quarterly reports.

Until the adoption of the new Chapter 12D in November, 1998, evaluating the effectiveness of the program has been a very difficult task because the City and County has not had a uniform system to track actual dollars awarded and paid to contractors on its projects.

HRC staff, in conjunction with staff from the Controller's Office and the Department of Telecommunications and Information Services, have worked for more than the past year in an effort to remedy this gap in the City's data collection and reporting.

The result of these efforts can be seen both in modifications to the MBE/WBE/LBE program in the new Ordinance and the development and implementation of the Citywide Diversity Tracking System.

II. CHAPTER 12D OF SAN FRANCISCO ADMINISTRATIVE CODE

Under the terms of the recently amended ordinance, the HRC is the implementing agency for the City's MBE/WBE/LBE program. In addition to implementing the program, the HRC is obligated to issue annual and quarterly reports analyzing the City's progress in eradicating discrimination in contracting.

In general terms, this obligates the HRC to

Collect, analyze and periodically report to this Board relevant data that will assist this Board in determining whether (a) the scope of this Ordinance in terms of race -or- gender conscious remedies shall be expanded to include new contract areas or minority groups and (b) whether scope of this Ordinance should be limited because the City has met its obligation to adopt and to implement necessary measures to remedy both its active discrimination and passive perpetuation of private discrimination. SFAC Chapter 12DA.6.A(1)

To evaluate the effectiveness of this program on a Citywide basis, Chapter 12D requires the HRC to generate data regarding the availability and utilization of MBEs, WBEs and LBEs in City contracting. Chapter 12D.A.6.B(3) requires:

Annually, and more often if the Director deems necessary, the director shall analyze the most recently available data of MBEs and WBEs in the various industries and professions doing business with the City. Applying statistically sound methods of analysis and considering other evidence of discrimination, the Director shall identify areas of contracting where the City is meeting and/or exceeding participation goals to such an extent that an inference of discrimination can be made or (b) is otherwise discriminating in its contracts. In addition, the Director shall identify areas of contracting where the City is meeting and/or exceeding participation goals to such an extent that the MBE or WBE bid discounts can no longer be justified.

These reporting obligations are fulfilled in Section IV and Appendix 1 of this report.

Additionally, Chapter 12D requires the Director to evaluate departmental performance and progress in effectuating the requirements of the MBE/WBE/LBE ordinance. SFAC Chapter 12D.A. 18 (A) provides:

Reporting by the Director. Commencing March 1, 1999 and no later than the first day of every third month thereafter, the Director shall issue a written report to this Board. That report shall document each City department's progress in meeting its MBE/WBE goals and the success of each department's prime contractors complying with its best efforts obligations to meet MBE/WBE subcontracting goals. That report shall also state whether or not each City Department has fully reported all data required by this Ordinance or requested by HRC or the Controller.

Whenever the Director's report concludes that a department management's intentional disregard or negligent performance of obligations imposed by this Ordinance has contributed to that department's failure to meet its prime contracting goals or the failure of its prime contractors to use their best efforts to meet their subcontracting goals or whenever the Director's report concludes that a City department has failed to provide any data required by this Ordinance or requested by the HRC or the Controller, the Clerk of this Board shall schedule before the appropriate committee of the Board a hearing on that report.

These reporting obligations are fulfilled in Section V and Appendices 2-8 of this report.

Additionally, under Chapter 12D.A.6.B(4), the Director is obligated to

[t]ransmit to this Board proposed amendments to this Ordinance that the Director deems necessary to ensure that the Ordinance provides adequate remedies for identified discrimination while going no further than necessary to remedy the identified discrimination.

This reporting obligation is fulfilled in Section VI of this report.

III. METHODOLOGY: DEVELOPMENT AND IMPLEMENTATION OF THE CITYWIDE DIVERSITY TRACKING SYSTEM

The Citywide Diversity Tracking System provides the Human Rights Commission and the Controller's Office contracting data about vendors, contractors and subcontractors who were awarded contracts by departments and received City dollars.

FAMIS, the City's financial accounting system, contains information about payments to prime contractors. ADPICS, the Purchasing Department's system, contains information about vendors. Previously, the City had no means to track payments from prime contractors to subcontractors.

City departments must now create a link between the FAMIS and ADPICS system in the Citywide Diversity Tracking System so that the City can track dollars awarded and paid to prime contractors and subcontractors on City contracts.

Implementation of the new diversity tracking system has been scheduled in two phases. The first phase targeted the City departments where the majority of contracting activity occurs. The second phase targets the remaining City departments.

The following is a list of the eight major contracting departments included in this report: 1) Department of Public Works, 2) Public Utilities Commission, 3) Airport Commission, 4) Port, 5) Parking & Traffic Commission, 6) Department of Public Transportation, including Municipal Railway, 7) Department of Telecommunications and Information Services and 8) Purchasing.

Designees from each of those eight departments were trained at the end of January, 1999 to input the required contracting data into the new system. On February 1, 1999, the Citywide Diversity Tracking System became available for departmental use.

On February 19, 1999, the DTIS created an extract of the contracting information contained in the Citywide Diversity Tracking System. The contracting information consisted of contracting information gathered by

HRC staff for the 1996-1997 Disparity Study: Investigation into Minority/Woman Business Participation in City Contracting and the 1998 contracting information input by the eight departments in the Citywide Diversity Tracking System since rollout began on February 1, 1999.

In a nutshell, the Citywide Diversity Tracking System provides a means for the City to initiate checks and balances on its contracting activities. It provides the Human Rights Commission with the necessary data to conduct disparity evaluations, which form the basis of this annual report to the Mayor and the Board of Supervisors.

In effect, this System allows the City to accurately evaluate its efforts to remedy identified discrimination. While the System provides a means to track awards and payments to subcontractors on City projects, complete subcontractor data has yet to be entered and analyzed because of the newness of the 12D legislation and this System. Tables of current subcontracting data have been included to provide you with a preliminary picture of business participation on the subcontracting level (see Appendices 8A). As the departments input additional subcontracting data, future reports will contain a more comprehensive analysis.

IV. CITYWIDE UTILIZATION OF CERTIFIED FIRMS

For purposes of this first annual report, the data set consists of all contracting information departments have input since departmental training on the Citywide Diversity Tracking System on January 29, 1999. As of the February 19, 1999, the Citywide Diversity Tracking System contained 796 contracts worth a total of more than \$2.5 billion dollars awarded during calendar years 1996-1998.

Under a fair and equitable system of awarding contracts, the proportion of contract dollars awarded to MBEs/WBEs should equal the proportion of MBEs/WBEs available in the relevant market area.

The first step in the evaluation of the City's efforts to ensure a fair and equitable system of awarding contracts is a determination of the extent to which certified MBEs and WBEs are available to work on City projects. The second step consists of an analysis of whether certified firms are utilized to the extent the firms are available.

A. AVAILABILITY OF CERTIFIED MBE, WBE AND LBE FIRMS BY CONTRACTING CATEGORY WITHIN THE SAN FRANCISCO MARKETPLACE

A business is available for utilization if it is “ready, willing and able” to provide a good or service to the City. The Purchasing Department’s vendor lists were analyzed by 1) Ethnicity and Gender categories relative to the firm’s Human Rights Commission certification status and 2) industry category to determine availability.

1) Ethnicity and Gender Categories

The vendors were identified by gender and pursuant to the ethnicity categories listed in San Francisco Administrative Code Chapter 12D. Chapter 12D targets the following ethnicity categories:

“African American” defined as persons having origins in any of the Black racial groups of Africa or the Caribbean.

“Asian American” defined as Chinese, Japanese, Koreans, Pacific Islanders, Samoans, Filipinos, Asian Indians, and Southeast Asians;

“Latino Americans” defined as Mexicans, Puerto Ricans, Cubans, Central or South Americans.

For purposes of this study, all other ethnic groups were classified as “non-minorities.”

The current version of Chapter 12D contains two additional ethnicity categories, “Arab Americans” defined as individuals whose ancestry is from an Arabic speaking country that is a member of the League of Arab States and “Native American” defined as any person having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Arab Americans, who were recently added as of three months ago to the 12D Ordinance, were not included as a separate ethnicity category in this report

because their availability¹ as business enterprises is still being determined and verified through the Human Rights Commission certification process. On the other hand, there are some Native American business enterprises that have been certified but have not been utilized, as noted in the attached charts.²

2) Industry categories:

- a) Construction-This category includes contracts for labor, materials, and suppliers for construction or modification of real property, including contracts for landscaping.
- b) Architecture and Engineering-This category includes contracts for engineering and architectural consulting, designing, planning and management of construction projects.
- c) Professional Services-This category includes contracts for other professional services, excluding those services described above. It includes financial services, computer systems, management consulting, environmental impact and assessments, soil testing, remediation services, security services, and laboratory testing.
- d) Purchasing-This category includes all other contracts or purchase orders for the acquisition of products, materials, equipment and supplies. This category also includes miscellaneous services such as janitorial services, waste disposal services, maintenance services and other services not considered professional services.
- e) Telecommunications-This category includes all contracts for services relating to the telecommunications industry. Telecommunications is a new industry under the terms of the ordinance, which was adopted in November 4, 1998. As a result, there is insufficient data to analyze availability³ in this industry.

¹ To date only a negligible number of Arab American firms and Telecommunication firms have participated in the certification process. Outreach to this community is currently being conducted to ensure participation of this group.

² Outreach will also be conducted to Native American firms in an effort to comprehensively determine their availability.

³ See Footnote 1.

Availability data by gender and ethnicity is contained in Column 4 of the Disparity Analysis Tables contained in Appendix 1.

**B. UTILIZATION OF CERTIFIED MBEs AND WBEs BY ETHNICITY,
GENDER AND INDUSTRY CONTRACTING CATEGORY**

For purposes of this study, utilization was viewed in terms of actual City dollars awarded and paid to contractors by ethnicity and gender in specific industries over the time period January 1, 1996 through December 31, 1998.

The following details the results of the disparity analysis on the prime contracting level on an industry category basis:

1. Construction

Certified African American, Asian American, Latino American and Woman owned firms were all underutilized on City construction projects. As a result, certified African American firms lost \$ 46,930,073, certified Asian American firms lost \$ 126,990,473, certified Latino American owned firms lost \$ 50,551,032, and certified Woman owned firms lost \$ 25,248,740.

Only non-certified businesses were overutilized as prime contractors on City construction projects. Non-certified firms earned \$286,294,578 more than anticipated given their availability.

For further detail regarding utilization of Certified Construction Firms, see Appendix 1.

2. Architecture and Engineering

Certified African American, Asian American, Latino American and Woman owned firms were all underutilized on City Architecture and Engineering projects. As a result, certified African American firms lost \$ 2,835,924, certified Asian American firms lost \$ 10,398,388, certified Latino American firms lost \$ 1,963,332, and certified Woman owned firms lost \$ 7,198,884.

Only non-certified businesses were overutilized as prime contractors on City Architecture and Engineering projects. Non-certified firms earned \$27,704,797 more than anticipated given their availability.

For further detail regarding utilization of Certified Architecture and Engineering firms, see Appendix 1.

3. Professional Services

Certified African American, Asian American, Latino American and Woman owned firms were all underutilized on City Professional Services projects. As a result, certified African American firms lost \$ 4,471,206, certified Asian American firms lost \$ 6,856,295, certified Latino American firms lost \$ 2,397,762, and certified Woman owned firms lost \$ 8,385,323.

Only non-certified businesses were overutilized as prime contractors on City Professional Services projects. Non-certified firms earned \$25,996,305 more than anticipated given their availability.

For further detail regarding utilization of Certified Professional Services firms, see Appendix 1.

4. Purchasing⁴

Certified African American, Asian American, Latino American and Woman owned firms were all underutilized on City Purchasing projects. As a result, certified African American firms lost \$ 63,631,302, certified Asian American firms lost \$ 114,413,976, certified Latino American firms lost \$ 50,782,674, and certified Woman owned firms lost \$ 89,940,398.

Only non-certified businesses were overutilized as prime contractors on City Purchasing contracts. Non-certified businesses earned \$376,893,098 more than anticipated given their availability.

⁴ The Purchasing Department handles various types of procurement activities for the City and County. Presently, City staff from the Department of Telecommunications and Information Services and Purchasing are completing a process to summarize Citywide purchasing in terms of dollars paid to contractors by ethnicity and gender. This enhancement to the Citywide Diversity Tracking System will be implemented by the end of March and ready for review in the June 1, 1999 quarterly report. Thus, the utilization data for the Purchasing industry covers only the 1996-1997 period.

For further detail regarding utilization of Certified firms on Purchasing contracts, see Appendix 1.

V. EVALUATION OF DEPARTMENTAL PERFORMANCE IN IMPLEMENTATION OF CHAPTER 12D

A. UTILIZATION OF CERTIFIED FIRMS AS PRIME CONTRACTORS BY DEPARTMENT

For tables demonstrating departmental utilization of certified firms as prime contractors on City projects, see the Appendix numbers listed below.

Appendix 2	AIRPORT COMMISSION ("AIR")
Appendix 3	DEPARTMENT OF PUBLIC TRANSPORTATION-MUNICIPAL RAILWAY ("DPT-MUNI")
Appendix 4	DEPARTMENT OF PUBLIC WORKS ("DPW")
Appendix 5	DEPARTMENT OF TELECOMMUNICATIONS AND INFORMATION SERVICES ("DTIS")
Appendix 6	PARKING & TRAFFIC COMMISSION ("PTC")
Appendix 7	PORT ("PORT")
Appendix 8	PUBLIC UTILITIES COMMISSION ("PUC")

B. DEPARTMENTAL COMPLIANCE WITH REQUIREMENTS OF THE CITYWIDE DIVERSITY TRACKING SYSTEM

The data contained within the Citywide Diversity Tracking System is not complete for the 1998 calendar year. This is attributable both to the recent

implementation of the Citywide Diversity Tracking System as well as System difficulties. It is further attributable to departmental inattention. All the major contracting departments have been notified by the HRC that full compliance for the 1998 calendar is anticipated for the June 1, 1999 quarterly report.

Analysis of the Number of Contracts contained within the Citywide Diversity Tracking System by Department and Year:

DEPARTMENTS	1996	1997	1998
1. AIR	53	71	55
2. DPT-MUNI	19	32	0
3. DPW	185	127	49
4. DTIS	8	2	30
5. PTC	2	4	0
6. PORT	30	18	16
7. PUC	25	27	44
8. PUR ⁵	0	0	0

Total Contracts = 797

City Dollars = \$2,006,712,976

VI. PROPOSED AMENDMENTS

Given that Chapter 12D was recently amended and adopted by the Board of Supervisors, the proposed amendments are related to administrative processes rather than legislative revisions.

⁵ See footnote 3.

Based upon the Human Rights Commission's need to have a Tracking System that is fully supported and maintained in a manner sufficient to complete the time/date disparity evaluation, it is recommended that funds be allocated to sustain the system.

The Human Rights Commission recommends that the City Awarding Departments shall provide an updated action plan within 30 days upon the Supervisor's review of this Annual Report. The Department Heads shall work closely with HRC staff to ensure that the HRC's Citywide Diversity Tracking System is implemented effectively.

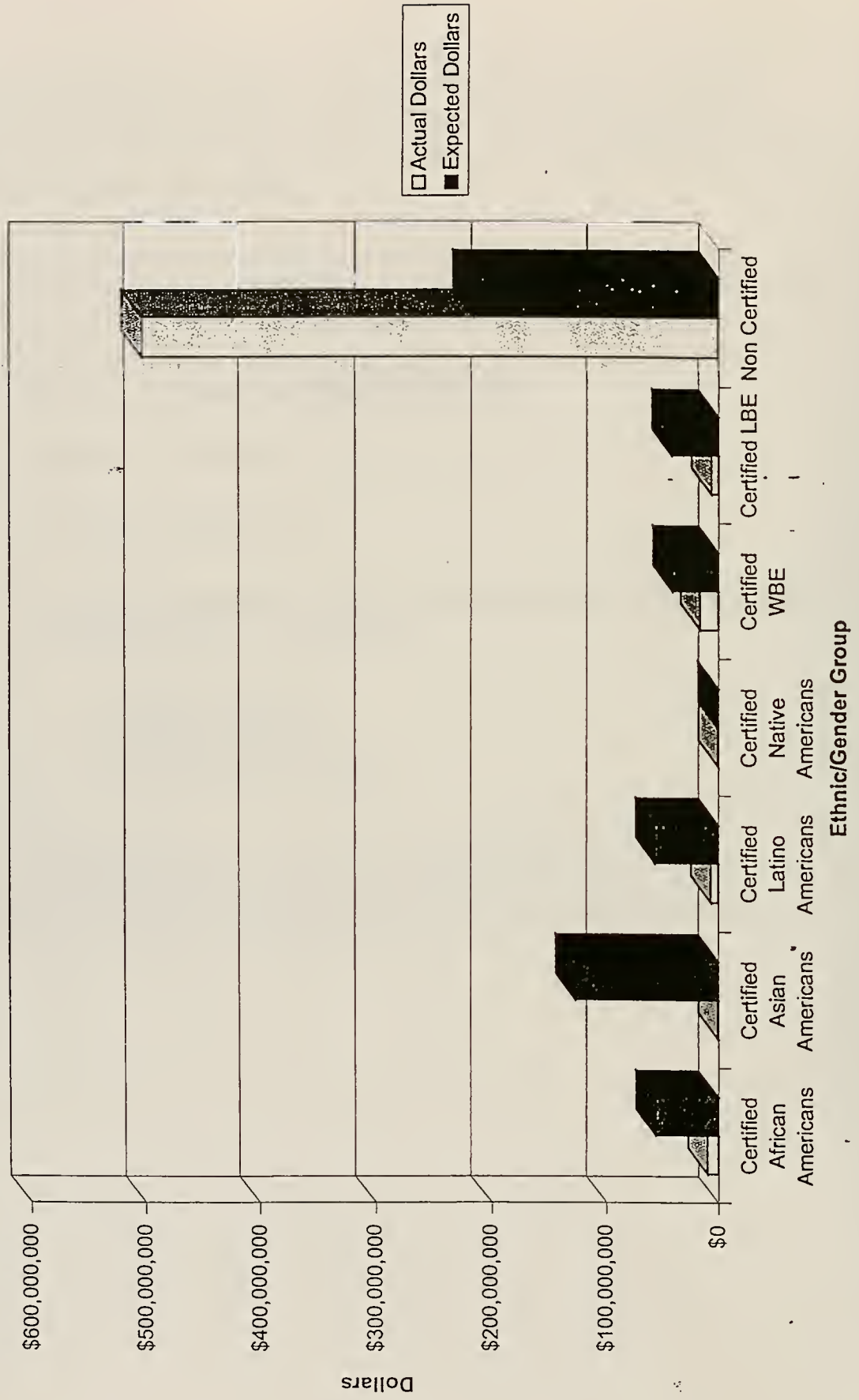
The proposed plan will consist of the following:

- Complete Strategic Plan
- Detailed Allocation of Resources related to implementation of the Tracking System and identify:
 - Budget Allocation
 - Assigned Staff
 - Non-Personal Expense

It is critical for Department Heads to play an integral role in the implementation and review of both the Strategic Plan and the 12D Ordinance. HRC also recommends that the Strategic Plan be presented formally to the Mayor and Board of Supervisors.

APPENDIX 1

Disparity Analysis - Construction Prime Contracts



Disparity Analysis - Construction Prime Contracts

Calendar years: 1996-1998

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Ethnicity	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified African Americans	\$9,579,625	1.77%	10.45%	\$56,509,698	-\$46,930,073	0.17
Certified Asian Americans	\$344,713	0.06%	23.54%	\$127,335,187	-\$126,990,473	0.00
Certified Latino Americans	\$6,712,129	1.24%	10.58%	\$57,263,161	-\$50,551,032	0.12
Certified Native Americans	\$0	0.00%	0.14%	\$753,463	-\$753,463	0.00
Certified WBE	\$16,191,705	2.99%	7.66%	\$41,440,445	-\$25,248,740	0.39
Certified LBE	\$6,373,111	1.18%	7.80%	\$42,193,908	-\$35,820,797	0.15
Non Certified	\$501,784,894	92.75%	39.83%	\$215,490,316	\$286,294,578	2.33
TOTAL	\$540,986,177	100.00%	100.00%	\$540,986,177		

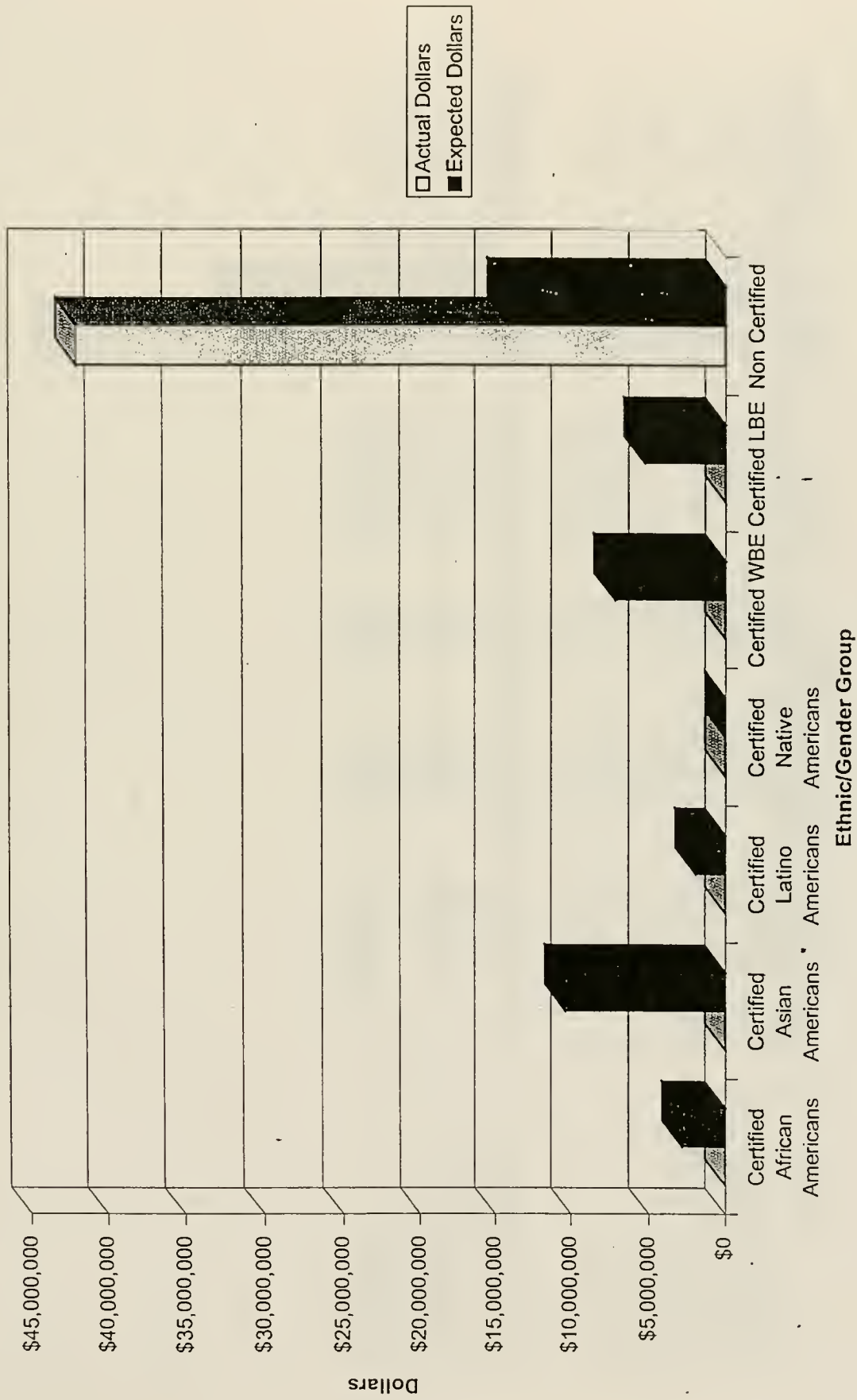
Minority and Gender	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified Minority Females	\$1,088,823	0.20%	4.32%	\$23,357,342	-\$22,268,519	0.05
Certified Minority Males	\$15,547,644	2.87%	40.39%	\$218,504,166	-\$202,956,522	0.07
Certified WBE	\$16,191,705	2.99%	7.66%	\$41,440,445	-\$25,248,740	0.39
Certified LBE	\$6,373,111	1.18%	7.80%	\$42,193,908	-\$35,820,797	0.15
Non Certified	\$501,784,894	92.75%	39.83%	\$215,490,316	\$286,294,578	2.33
TOTAL	\$540,986,177	100.00%	100.00%	\$540,986,177		

Disparity Analysis - Architecture and Engineering Prime Contracts Calendar years: 1996-1998

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Ethnicity	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified African Americans	\$0	0.00%	6.77%	\$2,835,924	-\$2,835,924	0.00
Certified Asian Americans	\$0	0.00%	24.83%	\$10,398,388	-\$10,398,388	0.00
Certified Latino Americans	\$0	0.00%	4.69%	\$1,963,332	-\$1,963,332	0.00
Certified Native Americans	\$0	0.00%	0.00%	\$0	\$0	---
Certified WBE	\$0	0.00%	17.19%	\$7,198,884	-\$7,198,884	0.00
Certified LBE	\$0	0.00%	12.67%	\$5,308,268	-\$5,308,268	0.00
Non Certified	\$41,884,418	100.00%	33.85%	\$14,179,621	\$27,704,797	2.95
TOTAL	\$41,884,418	100.00%	100.00%	\$41,884,418		

Minority and Gender	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified Minority Females	\$0	0.00%	8.51%	\$3,563,084	-\$3,563,084	0.00
Certified Minority Males	\$0	0.00%	27.78%	\$11,634,561	-\$11,634,561	0.00
Certified WBE	\$0	0.00%	17.19%	\$7,198,884	-\$7,198,884	0.00
Certified LBE	\$0	0.00%	12.67%	\$5,308,268	-\$5,308,268	0.00
Non Certified	\$41,884,418	100.00%	33.85%	\$14,179,621	\$27,704,797	2.95
TOTAL	\$41,884,418	100.00%	100.00%	\$41,884,418		

Disparity Analysis - Architecture and Engineering Prime Contracts



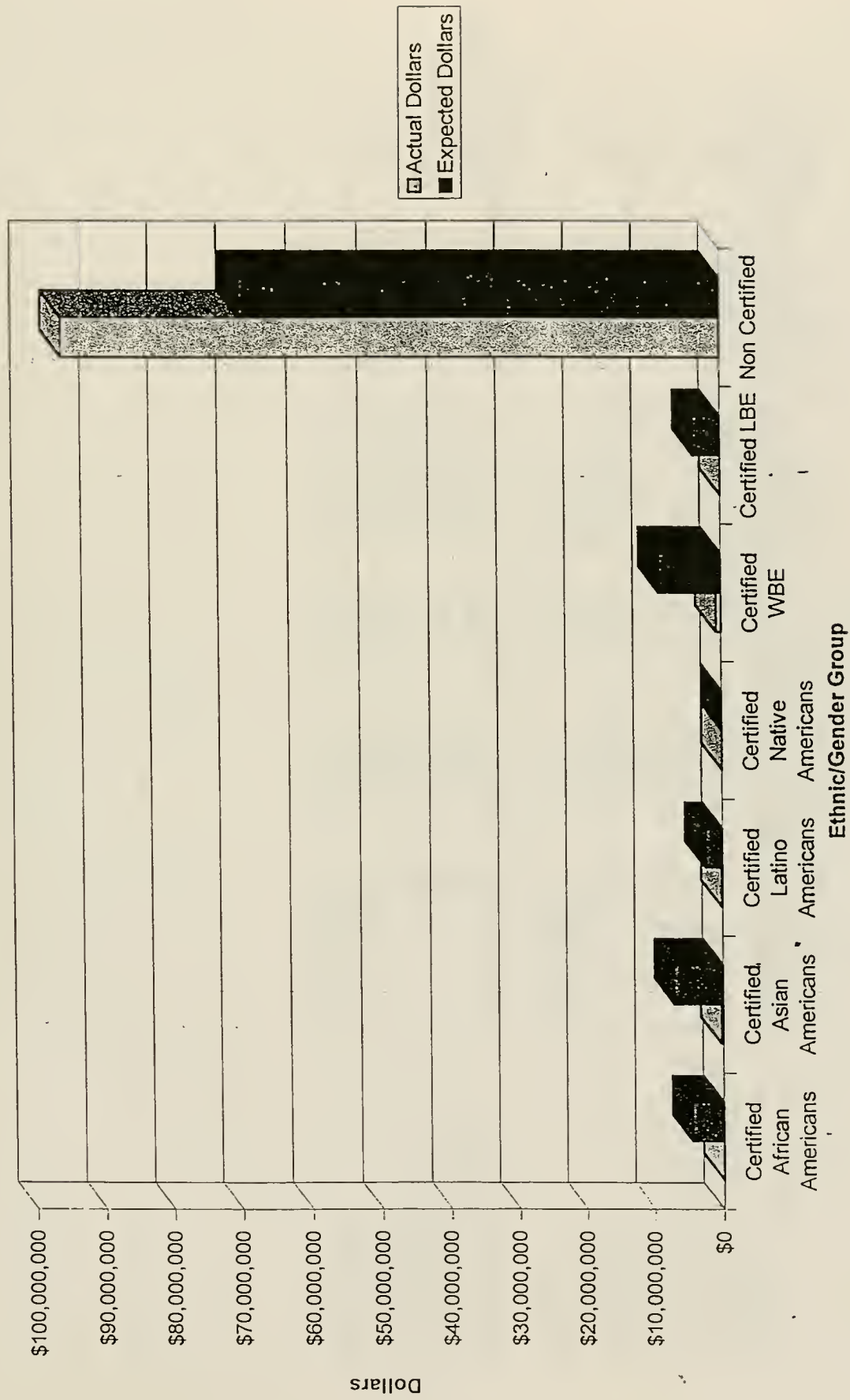
Disparity Analysis - Professional Services Prime Contracts

Calendar years: 1996-1998

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Ethnicity	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified African Americans	\$54,998	0.06%	4.67%	\$4,526,204	-\$4,471,206	0.01
Certified Asian Americans	\$300,000	0.31%	7.38%	\$7,156,295	-\$6,856,295	0.04
Certified Latino Americans	\$200,000	0.21%	2.59%	\$2,507,762	-\$2,307,762	0.08
Certified Native Americans	\$0	0.00%	0.00%	\$0	\$0	---
Certified WBE	\$789,415	0.81%	9.46%	\$9,174,738	-\$8,385,323	0.09
Certified LBE	\$0	0.00%	4.10%	\$3,975,720	-\$3,975,720	0.00
Non Certified	\$95,663,146	98.61%	71.82%	\$69,666,841	\$25,996,305	1.37
TOTAL	\$97,007,559	100.00%	100.00%	\$97,007,559		

Minority and Gender	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified Minority Females	\$204,998	0.21%	4.67%	\$4,526,204	-\$4,321,206	0.05
Certified Minority Males	\$350,000	0.36%	9.96%	\$9,664,057	-\$9,314,057	0.04
Certified WBE	\$789,415	0.81%	9.46%	\$9,174,738	-\$8,385,323	0.09
Certified LBE	\$0	0.00%	4.10%	\$3,975,720	-\$3,975,720	0.00
Non Certified	\$95,663,146	98.61%	71.82%	\$69,666,841	\$25,996,305	1.37
TOTAL	\$97,007,559	100.00%	100.00%	\$97,007,559		

Disparity Analysis - Professional Services Prime Contracts

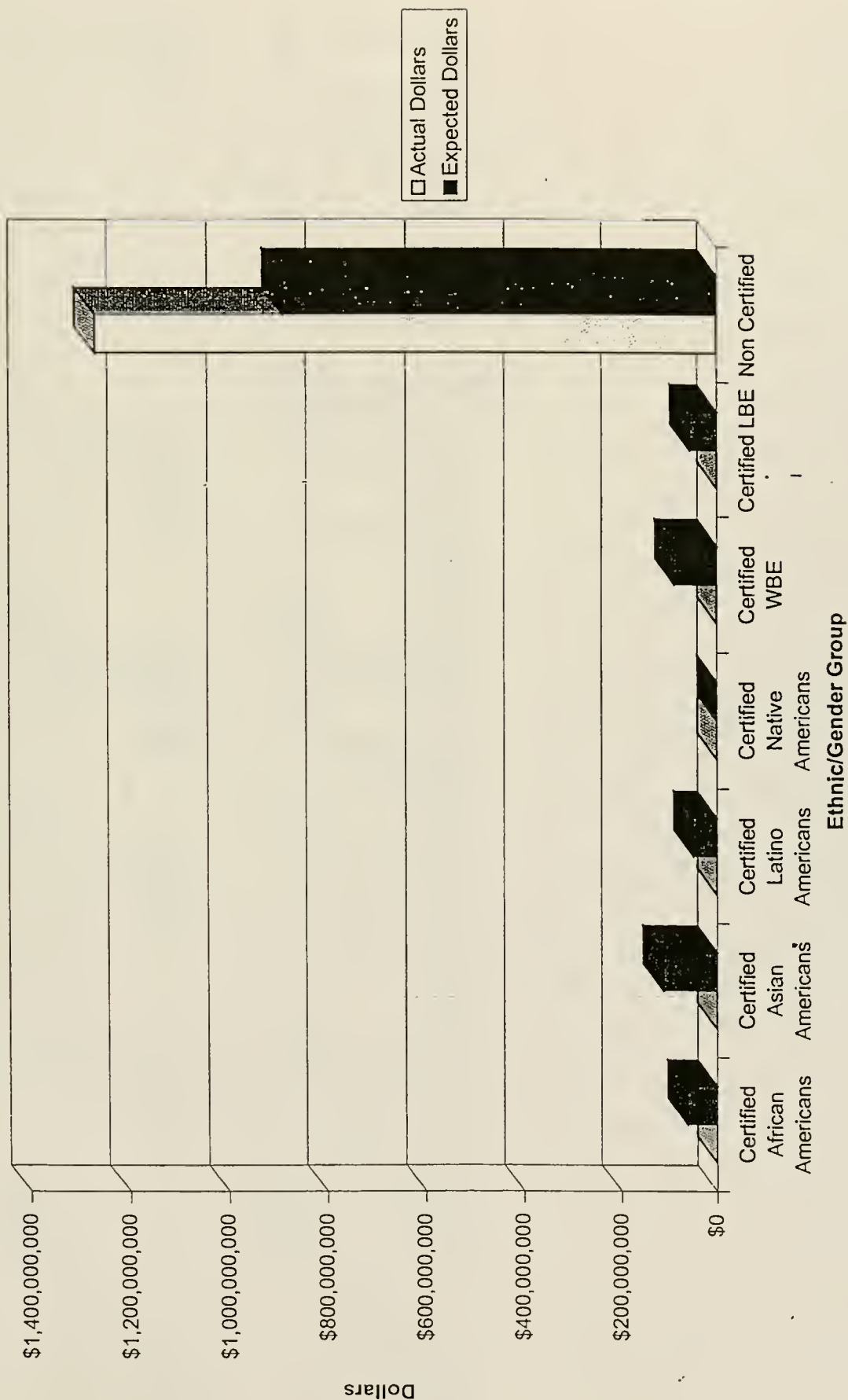


Disparity Analysis - Purchasing Prime Contracts Calendar years: 1996-1998

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Ethnicity	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified African Americans	\$0	0.00%	5.03%	\$63,631,302	-\$63,631,302	0.00
Certified Asian Americans	\$0	0.00%	9.04%	\$114,413,976	-\$114,413,976	0.00
Certified Latino Americans	\$0	0.00%	4.01%	\$50,782,674	-\$50,782,674	0.00
Certified Native Americans	\$0	0.00%	0.00%	\$0	\$0	---
Certified WBE	\$0	0.00%	7.11%	\$89,940,398	-\$89,940,398	0.00
Certified LBE	\$0	0.00%	4.59%	\$58,124,747	-\$58,124,747	0.00
Non Certified	\$1,265,283,973	100.00%	70.21%	\$888,390,874	\$376,893,098	1.42
TOTAL	\$1,265,283,973	100.00%	100.00%	\$1,265,283,973		

Minority and Gender	Actual Dollars	Utilization%	Availability%	Expected Dollars	Dollars Lost	Disparity Ratio
Certified Minority Females	\$0	0.00%	4.64%	\$58,736,587	-\$58,736,587	0.00
Certified Minority Males	\$0	0.00%	13.44%	\$170,091,366	-\$170,091,366	0.00
Certified WBE	\$0	0.00%	7.11%	\$89,940,398	-\$89,940,398	0.00
Certified LBE	\$0	0.00%	4.59%	\$58,124,747	-\$58,124,747	0.00
Non Certified	\$1,265,283,973	100.00%	70.21%	\$888,390,874	\$376,893,098	1.42
TOTAL	\$1,265,283,973	100.00%	100.00%	\$1,265,283,973		

Disparity Analysis - Purchasing Prime Contracts



APPENDIX 2

APPENDIX 2 AIRPORT COMMISSION

Industry	CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Freq	Total %
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%		
Ethnicity													
Cert. Asian American		2	6.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.1%
Cert. African American		0	0.0%	0	0.0%	1	1.7%	0	0.0%	0	0.0%	1	0.6%
Cert. Latino American		3	9.1%	0	0.0%	1	1.7%	0	0.0%	0	0.0%	4	2.2%
Cert. Non-Minority		5	15.2%	0	0.0%	2	3.4%	0	0.0%	0	0.0%	7	3.9%
Non-Minority		23	69.7%	2	100.0%	55	93.2%		85	100.0%	0	165	92.2%
Grand Total		33	100.0%	2	100.0%	59	100.0%		85	100.0%	0	179	100.0%

Industry	CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Amt	Total %
		Amt	%	Amt	%	Amt	%	Amt	%	Amt	%		
Ethnicity													
Cert. Asian American		\$134,620	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$134,620	0.0%
Cert. African American		\$0	0.0%	\$0	0.0%	\$300,000	0.7%	\$0	0.0%	\$0	0.0%	\$300,000	0.0%
Cert. Latino American		\$1,825,455	0.5%	\$0	0.0%	\$200,000	0.5%	\$0	0.0%	\$0	0.0%	\$2,025,455	0.1%
Cert. Non-Minority		\$7,206,772	1.8%	\$0	0.0%	\$531,915	1.3%	\$0	0.0%	\$0	0.0%	\$7,738,687	0.5%
Non-Minority		\$392,522,520	97.7%	\$12,640,450	100.0%	\$39,366,743	97.4%	\$1,111,007,514	100.0%	\$0	0.0%	\$1,555,537,227	99.3%
Grand Total		\$401,689,367	100.0%	\$12,640,450	100.0%	\$40,398,658	100.0%	\$1,111,007,514	100.0%	\$0	0.0%	\$1,565,735,989	100.0%

APPENDIX 3

APPENDIX 3 Department of Public Transportation-MUNI

Ethnicity	Industry		Data		A&E		PRFSV		PURCH		TELCM		Total Freq		Total %	
	CONST	Freq	%		Freq	%	Freq	%	Freq	%	Freq	%				
Cert. Asian American		1	12.5%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	1		2.0%	
Cert. African American		0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0		0.0%	
Cert. Latino American		0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0		0.0%	
Cert. Non-Minority		0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0		0.0%	
Non-Minority		7	87.5%		4	100.0%	10	100.0%	29	100.0%	29	100.0%	50		98.0%	
Grand Total		8	100.0%		4	100.0%	10	100.0%	29	100.0%	29	100.0%	51		100.0%	

Ethnicity	Industry		Data		A&E		PRFSV		PURCH		TELCM		Total Amt		Total %	
	CONST	Amt	%		Amt	%	Amt	%	Amt	%	Amt	%				
Cert. Asian American		\$189,300	0.9%		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$189,300		0.2%	
Cert. African American		\$0	0.0%		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0		0.0%	
Cert. Latino American		\$0	0.0%		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0		0.0%	
Cert. Non-Minority		\$0	0.0%		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0		0.0%	
Non-Minority		\$20,347,900	99.1%		\$5,720,566	100.0%	\$20,795,317	100.0%	\$37,930,351	100.0%	\$0	0.0%	\$84,794,134		99.8%	
Grand Total		\$20,537,200	100.0%		\$5,720,566	100.0%	\$20,795,317	100.0%	\$37,930,351	100.0%	\$0	0.0%	\$84,983,434		100.0%	

APPENDIX 4

APPENDIX 4 Department of Public Works

Ethnicity	Industry		Data		A&E		PRFSV		PURCH		TELCM		Total Freq		Total %	
	CONST	Freq	%		Freq	%	Freq	%	Freq	%	Freq	%				
Cert. Asian American		5	8.9%			0	0.0%		0	0.0%		0	5	1.4%		
Cert. African American		0	0.0%			0	0.0%		0	0.0%		0	0	0.0%		
Cert. Latino American		1	1.8%			0	0.0%		0	0.0%		0	1	0.3%		
Cert. Non-Minority		4	7.1%			0	0.0%		0	0.0%		0	4	1.1%		
Non-Minority		46	82.1%			40	100.0%		89	100.0%		176	351	97.2%		
Grand Total		55	100.0%			40	100.0%		89	100.0%		176	361	100.0%		

Ethnicity	Industry		Data		A&E		PRFSV		PURCH		TELCM		Total Amt		Total %	
	CONST	Amt	%		Amt	%	Amt	%	Amt	%	Amt	%				
Cert. Asian American		\$7,695,145	9.6%			\$0	0.0%		\$0	0.0%		\$0	\$7,695,145	3.9%		
Cert. African American		\$0	0.0%			\$0	0.0%		\$0	0.0%		\$0	\$0	0.0%		
Cert. Latino American		\$326,780	0.4%			\$0	0.0%		\$0	0.0%		\$0	\$326,780	0.2%		
Cert. Non-Minority		\$2,900,676	3.6%			\$0	0.0%		\$0	0.0%		\$0	\$2,900,676	1.5%		
Non-Minority		\$69,457,561	86.4%			\$20,586,368	100.0%		\$75,106,990	100.0%		\$0	\$183,943,586	94.4%		
Grand Total		\$80,380,162	100.0%			\$20,586,368	100.0%		\$75,106,990	100.0%		\$0	\$194,866,187	100.0%		

APPENDIX 5

APPENDIX 5 Department of Telecommunications and Information Services

Ethnicity	Industry		Data	A&E		PRFSV		PURCH		TELCM		Total Freq	Total %
	CONST	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%		
Cert. Asian American		0	----	0	----	1	6.7%	0	0.0%	0	0.0%	1	2.5%
Cert. African American		0	----	0	----	0	0.0%	0	0.0%	1	4.5%	1	2.5%
Cert. Latino American		0	----	0	----	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cert. Non-Minority		0	----	0	----	2	13.3%	0	0.0%	2	9.1%	4	10.0%
Non-Minority		0	----	0	----	12	80.0%	3	100.0%	19	86.4%	34	85.0%
Grand Total		0	----	0	----	15	100.0%	3	100.0%	22	100.0%	40	100.0%

Ethnicity	Industry		Data	A&E		PRFSV		PURCH		TELCM		Total Amt	Total %
	CONST	Amt	%	Amt	%	Amt	%	Amt	%	Amt	%		
Cert. Asian American		\$0	----	\$0	----	\$50,000	0.5%	\$0	0.0%	\$0	0.0%	\$50,000	0.1%
Cert. African American		\$0	----	\$0	----	\$0	0.0%	\$0	0.0%	\$35,200	0.1%	\$35,200	0.0%
Cert. Latino American		\$0	----	\$0	----	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Cert. Non-Minority		\$0	----	\$0	----	\$257,500	2.4%	\$0	0.0%	\$150,000	0.2%	\$407,500	0.5%
Non-Minority		\$0	----	\$0	----	\$10,302,174	97.1%	\$9,145,599	100.0%	\$61,365,649	99.7%	\$80,813,421	99.4%
Grand Total		\$0	----	\$0	----	\$10,609,674	100.0%	\$9,145,599	100.0%	\$61,550,849	100.0%	\$81,306,121	100.0%

APPENDIX 6

Appendix 6 Parking and Traffic Commission

Industry	CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Freq	Total %
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%		
Ethnicity													
Cert. Asian American		0	----		0	0	0.0%		0		0	0	0.0%
Cert. African American		0	----		0	0	0.0%		0		0	0	0.0%
Cert. Latino American		0	----		0	0	0.0%		0		0	0	0.0%
Cert. Non-Minority		0	----		0	0	0.0%		0		0	0	0.0%
Non-Minority		0	----		0	6	100.0%		0		0	6	100.0%
Grand Total		0	----		0	6	100.0%		0		0	6	100.0%

Industry	CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Amt	Total %
		Amt	%	Amt	%	Amt	%	Amt	%	Amt	%		
Ethnicity													
Cert. Asian American		\$0	----		\$0	\$0	0.0%		\$0		\$0	\$0	0.0%
Cert. African American		\$0	----		\$0	\$0	0.0%		\$0		\$0	\$0	0.0%
Cert. Latino American		\$0	----		\$0	\$0	0.0%		\$0		\$0	\$0	0.0%
Cert. Non-Minority		\$0	----		\$0	\$0	0.0%		\$0		\$0	\$0	0.0%
Non-Minority		\$0	----		\$0	\$1,082,792	100.0%		\$0		\$0	\$1,082,792	100.0%
Grand Total		\$0	----		\$0	\$1,082,792	100.0%		\$0		\$0	\$1,082,792	100.0%

APPENDIX 7

APPENDIX 7 Port

Ethnicity	Industry CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Freq	Total %
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%		
Cert. Asian American		2	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	3.1%
Cert. African American		2	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	3.1%
Cert. Latino American		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cert. Non-Minority		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Minority		12	75.0%	3	100.0%	27	100.0%	18	100.0%	0	0.0%	60	93.8%
Grand Total		16	100.0%	3	100.0%	27	100.0%	18	100.0%	0	0.0%	64	100.0%

Ethnicity	Industry CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Amt	Total %
		Amt	%	Amt	%	Amt	%	Amt	%	Amt	%		
Cert. Asian American		\$659,223	5.5%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$659,223	2.5%
Cert. African American		\$344,713	2.9%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$344,713	1.3%
Cert. Latino American		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Cert. Non-Minority		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Non-Minority		\$10,917,646	91.6%	\$1,496,184	100.0%	\$2,181,743	100.0%	\$11,273,258	100.0%	\$0	0.0%	\$25,868,831	96.3%
Grand Total		\$11,921,583	100.0%	\$1,496,184	100.0%	\$2,181,743	100.0%	\$11,273,258	100.0%	\$0	0.0%	\$26,872,767	100.0%

APPENDIX 8

APPENDIX 8 Public Utilities Commission

Industry	CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Freq	Total %
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%		
Cert. Asian American		1	2.1%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	2	2.1%
Cert. African American		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cert. Latino American		8	17.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	8.3%
Cert. Non-Minority		22	46.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	22	22.9%
Non-Minority		16	34.0%	8	100.0%	4	80.0%	36	100.0%	0	0.0%	64	66.7%
Grand Total		47	100.0%	8	100.0%	5	100.0%	36	100.0%	0	0.0%	96	100.0%

Industry	CONST	Data		A&E		PRFSV		PURCH		TELCM		Total Amt	Total %
		Amt	%	Amt	%	Amt	%	Amt	%	Amt	%		
Cert. Asian American		\$901,337	3.4%	\$0	0.0%	\$4,998	0.2%	\$0	0.0%	\$0	0.0%	\$906,335	1.7%
Cert. African American		\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Cert. Latino American		\$4,559,894	17.2%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$4,559,894	8.8%
Cert. Non-Minority		\$12,457,368	47.1%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$12,457,368	24.0%
Non-Minority		\$8,539,266	32.3%	\$1,440,850	100.0%	\$3,141,710	99.8%	\$20,820,262	100.0%	\$0	0.0%	\$33,942,089	65.4%
Grand Total		\$26,457,865	100.0%	\$1,440,850	100.0%	\$3,146,708	100.0%	\$20,820,262	100.0%	\$0	0.0%	\$51,865,686	100.0%

APPENDIX 8A

APPENDIX 8.A.1-Utilization of Sub-contractors: Calendar Years 1996-1998
(Sum of Contract Dollars Awarded)

Sum of SubAward		Ind		ENGNR		PRFSV		PURCH		TELCM		Grand Total	
Certified	Ethnicity	Gender	CONST	ENGNR	PRFSV	PURCH	TELCM						
Cert	African American	Female	\$2,549,450	\$0	\$9,300	\$0	\$0					\$2,558,750	
	American	Male	\$19,663,132	\$0	\$21,210	\$0	\$0					\$19,684,342	
	Asian	Female	\$3,071,245	\$845,921	\$12,000	\$0	\$0					\$3,929,166	
	American	Male	\$9,326,290	\$0	\$414,015	\$0	\$0					\$9,740,305	
	Latino American	Female	\$1,380,340	\$0	\$0	\$0	\$0					\$1,380,340	
	American	Male	\$23,766,347	\$567,280	\$200,000	\$0	\$0					\$24,533,627	
	Native American	Female	\$0	\$0	\$0	\$0	\$0					\$0	
Non Cert	American	Male	\$0	\$0	\$0	\$0	\$0					\$0	
	Non Minority	Female	\$9,235,415	\$0	\$19,985	\$0	\$0					\$9,255,400	
	Male		\$0	\$0	\$0	\$0	\$0					\$0	
Grand Total			\$164,913,890	\$6,929,395	\$31,985,361	\$669,278,177	\$3,517,942					\$876,624,765	
			\$233,906,109	\$8,342,596	\$32,661,871	\$669,278,177	\$3,517,942					\$947,706,695	

Sum of SubAward		Ind		ENGNR		PRFSV		PURCH		TELCM		Grand Total	
Certified	Ethnicity	Gender	CONST	ENGNR	PRFSV	PURCH	TELCM						
Cert	African American	Female	1.1%	0.0%	0.0%	0.0%	0.0%					0.0%	
	American	Male	8.4%	0.0%	0.1%	0.0%	0.0%					0.0%	
	Asian	Female	1.3%	10.1%	0.0%	0.0%	0.0%					0.0%	
	American	Male	4.0%	0.0%	1.3%	0.0%	0.0%					0.0%	
	Latino American	Female	0.6%	0.0%	0.0%	0.0%	0.0%					0.0%	
	American	Male	10.2%	6.8%	0.6%	0.0%	0.0%					0.0%	
	Native American	Female	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	
Non Cert	American	Male	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	
	Non Minority	Female	3.9%	0.0%	0.1%	0.0%	0.0%					0.0%	
	Male		0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	
Grand Total			70.5%	83.1%	97.9%	100.0%	100.0%					92.5%	
			100.0%	100.0%	100.0%	100.0%	100.0%					100.0%	



Willie Lewis Brown, Jr.
Mayor

Equal Opportunity & Minority/Women/Local Business Enterprise
Nondiscrimination in Employment, Public Accommodations & Housing
Lesbian, Gay, Transgender & HIV
Youth & Education

Marivic S. Bamba
Executive Director

**1998-1999 INVESTIGATION INTO
MINORITY/WOMAN BUSINESS PARTICIPATION
IN CITY CONTRACTING**

**ANNUAL REPORT TO THE MAYOR AND
THE BOARD OF SUPERVISORS
ON CHAPTER 12D.A OF
THE SAN FRANCISCO ADMINISTRATIVE CODE**

Marivic S. Bamba,
Executive Director

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ANNUAL REPORT

I. INTRODUCTION

II. CITYWIDE UTILIZATION OF CERTIFIED FIRMS

A. AVAILABILITY OF CERTIFIED MBEs, WBEs AND LBEs BY CONTRACTING CATEGORY WITHIN THE SAN FRANCISCO MARKETPLACE

B. UTILIZATION OF CERTIFIED MBEs AND WBEs AS PRIME CONTRACTORS

C. UTILIZATION OF CERTIFIED MBEs AND WBEs AS SUBCONTRACTORS

III. RECOMMENDATIONS

I. SAN FRANCISCO ADMINISTRATIVE CODE CHAPTER 12D OVERVIEW

In addition to implementing the City's MBE/WBE/LBE program, the Human Rights Commission is required to issue annual reports analyzing the City's progress in eradicating discrimination in contracting under SFAC Chapter 12D.A.6.A(1).

To evaluate the effectiveness of this program, the HRC is required to generate data regarding the availability and utilization of MBEs, WBEs and LBEs in City contracting under SFAC Chapter 12D.A.6.B(3).

III. CITYWIDE UTILIZATION OF CERTIFIED FIRMS

Under a fair and equitable system of awarding contracts, the proportion of contract dollars awarded to MBEs/WBEs should equal the proportion of MBEs/WBEs available in the relevant market area.

The first step in the evaluation of the City's efforts to ensure a fair and equitable system of awarding contracts is a determination of the extent to which certified MBEs and WBEs are available to work on City projects. The second step consists of an analysis of whether certified firms are utilized to the extent the firms are available.

A. AVAILABILITY OF CERTIFIED MBE, WBE AND LBE FIRMS BY CONTRACTING CATEGORY WITHIN THE SAN FRANCISCO MARKETPLACE

A business is available for utilization if it is "ready, willing and able" to provide a good or service to the City. To determine availability, the Purchasing Department's vendor lists were analyzed by the following criteria:

1) Ethnicity and Gender categories relative to the firm's Human Rights Commission certification status¹ and 2) Industry category² to determine availability.

Availability data by gender and ethnicity relative to the firm's certification status is contained in Column 4 of the Disparity Analysis Tables contained in Appendix 1.

B. UTILIZATION OF CERTIFIED MBEs AND WBEs BY ETHNICITY, GENDER AND INDUSTRY CONTRACTING CATEGORY ON THE PRIME CONTRACTING LEVEL

For purposes of this study, utilization was viewed in terms of actual City dollars awarded and paid to contractors by ethnicity and gender in specific industries over the time period January 1, 1998 through December 31, 1999.

The results of the disparity analysis on the prime contracting level on an industry category basis are contained in Appendix 1.

Analysis reveals that only non-certified businesses were over-utilized as prime contractors in most industry categories. This means that overall only non-certified businesses earned more money than anticipated given their availability.

¹Ethnicity and Gender Categories

The vendors were identified by gender and pursuant to the ethnicity categories listed in San Francisco Administrative Code Chapter 12D.A:1) "African American"; 2) "Asian American"; 3) "Latino American"; 4) "Arab American, including Iranian American"; and 5) "Native American."

Arab Americans, Iranian Americans and Native Americans, who were recently added as of November, 1998 to the 12D.A Ordinance, are reported for the first time as separate ethnicity categories in this report. The availability of these firms is still being determined and verified through the Human Rights Commission certification process. .

²Industry Category

The Industry categories were identified pursuant to the following categories contained in Chapter 12D.A : 1) Construction; 2) Architecture and Engineering; 3) Professional Services; 4) Purchasing; and 5) Telecommunications.

Certified WBEs have made significant gains in City contracting. Certified MBEs have also been able to participate at greater levels than previously.

C. UTILIZATION OF CERTIFIED MBEs AND WBEs BY ETHNICITY, GENDER AND INDUSTRY CONTRACTING CATEGORY ON THE SUBCONTRACTING LEVEL

Appendix 2 details the results of the disparity analysis on the subcontracting level on an industry category basis.

III. RECOMMENDATIONS

Departmental resistance to the implementation of the Citywide Diversity Tracking System continues to prevent the City from having an accurate method to evaluate its procurement activities. (For details, see Section IIC of the HRC Director's Quarterly Report issued March 1, 2000.)

HRC therefore again requests that the Board of Supervisors adopt the following recommendation:

Given that Chapter 12D was recently amended and adopted by the Board of Supervisors, the proposed amendments are related to administrative processes rather than legislative revisions.

Based upon the Human Rights Commission's need to have a Tracking System that is fully supported and maintained in a manner sufficient to complete the time/date disparity evaluation, it is recommended that funds be allocated to sustain the system.

The Human Rights Commission recommends that the City Awarding Departments shall provide an updated action plan within 30 days upon the Supervisor's review of this Annual Report. The Department Heads shall work closely with HRC staff to ensure that the HRC's Citywide Diversity Tracking System is implemented effectively.

The proposed plan will consist of the following:

- Complete Strategic Plan

- Detailed Allocation of Resources related to implementation of the Tracking System and identify:
 - Budget Allocation
 - Assigned Staff
 - Non-Personal Expense

It is critical for Department Heads to play an integral role in the implementation and review of both the Strategic Plan and the 12D Ordinance. HRC also recommends that the Strategic Plan be presented formally to the Mayor and Board of Supervisors.

In the December 1, 1999 quarterly report, HRC also attached a draft resolution for the Board of Supervisors to consider adopting regarding this issue.

Chapter 12D.A.18.(C) provides that the Board of Supervisors “shall act upon the Commission’s recommendations by the third Board meeting of May in each fiscal year subject to this Ordinance.”

In order to ensure departmental compliance with the Citywide Diversity Tracking System, it is imperative that the Board act upon this recommendation as soon as possible.

HRC ANNUAL REPORT LEGEND OF TERMS

Terms	Definition
Award	The dollars awarded to firms on City projects.
Payment ¹	The dollars paid to firms on City projects.
Exp. Dollars	The contract value expected to be allocated given the availability of businesses.
Dollars Lost	A negative value in this column reflects a loss of dollars expected given the availability of businesses. A positive value in this column reflects a gain in dollars beyond what is expected given the availability of businesses.
Disparity Ratio	A comparison between the percentage of utilization of businesses and the percentage of availability.
LBE	Local Business Enterprise
WBE	Woman Business Enterprise

¹ Payments should equal dollars awarded at contract conclusion. The disparity analysis for this study is based on dollars awarded because many of the contracts in the Citywide Diversity Tracking System are in progress--hence, not all payments have been made. Dollars awarded should be viewed with caution, however, since it is a common complaint that certified firms are listed for contract awards, but then never allowed to participate.

APPENDIX 1

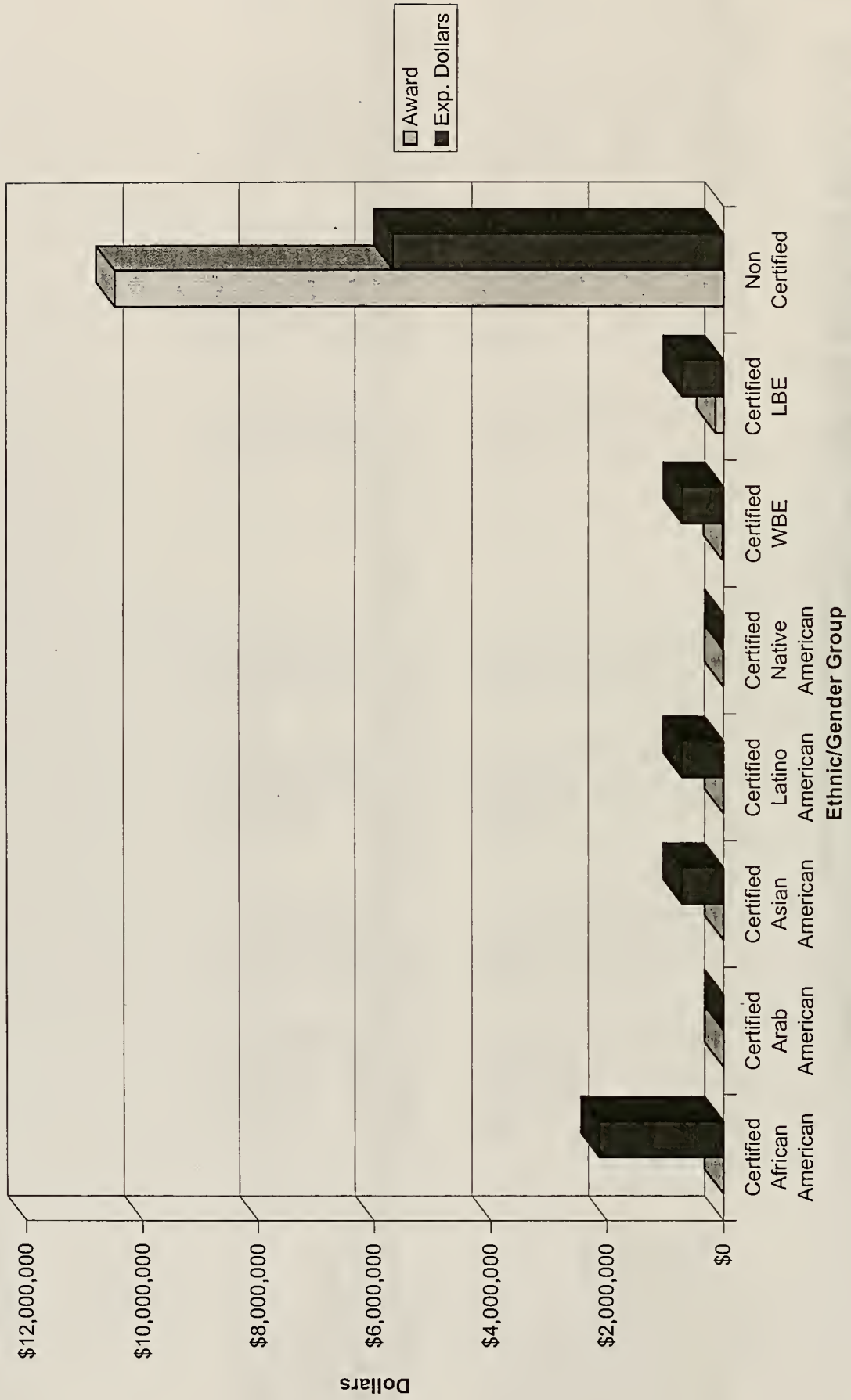
Disparity Analysis - Telecommunications Prime Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Dollars	Dollars Lost	Ratio
Certified African American	\$2,599	0.0%	\$2,599	0.1%	3	20.0%	\$2,126,713	-\$2,124,114	0.00
Certified Arab American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified Asian American	\$0	0.0%	\$0	0.0%	1	6.7%	\$708,904	-\$708,904	0.00
Certified Latino American	\$0	0.0%	\$0	0.0%	1	6.7%	\$708,904	-\$708,904	0.00
Certified Native American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified WBE	\$21,862	0.2%	\$15,817	0.5%	1	6.7%	\$708,904	-\$687,042	0.03
Certified LBE	\$140,000	1.3%	\$92,168	3.1%	1	6.7%	\$708,904	-\$568,904	0.20
Non Certified	\$10,469,104	98.5%	\$2,875,077	96.3%	8	53.3%	\$5,671,235	\$4,797,869	1.85
TOTAL	\$10,633,566	100.0%	\$2,985,661	100.0%	15	100.0%	\$10,633,566		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$2,599	0.0%	\$2,599	0.1%	3	20.0%	\$2,126,713	-\$2,124,114	0.00
Certified Minority Male	\$0	0.0%	\$0	0.0%	2	13.3%	\$1,417,809	-\$1,417,809	0.00
Certified WBE	\$21,862	0.2%	\$15,817	0.5%	1	6.7%	\$708,904	-\$687,042	0.03
Certified LBE	\$140,000	1.3%	\$92,168	3.1%	1	6.7%	\$708,904	-\$568,904	0.20
Non Certified	\$10,469,104	98.5%	\$2,875,077	96.3%	8	53.3%	\$5,671,235	\$4,797,869	1.85
TOTAL	\$10,633,566	100.0%	\$2,985,661	100.0%	15	100.0%	\$10,633,566		

Disparity Analysis - Telecommunications Prime Contracts

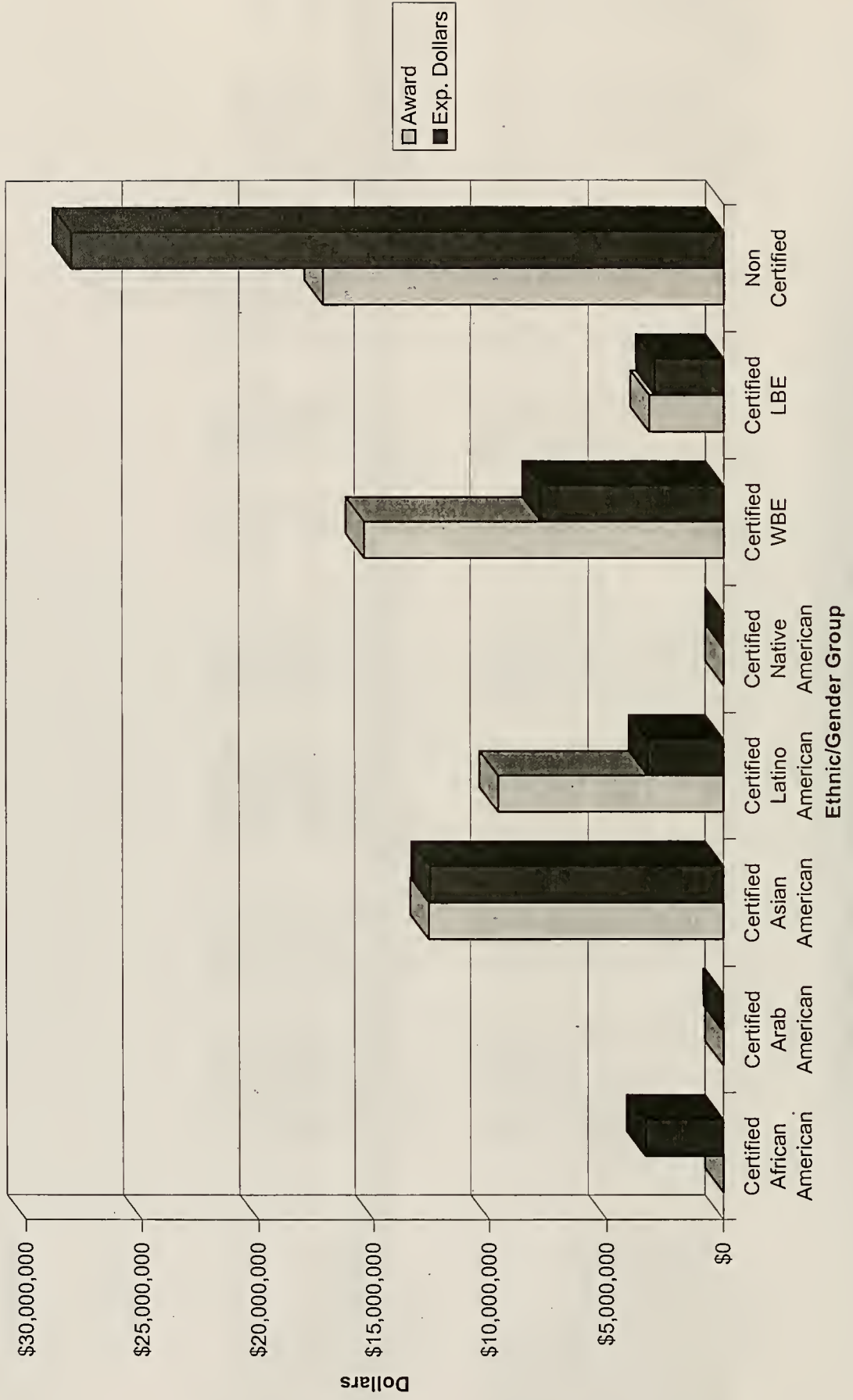


Disparity Analysis - Architecture and Engineering Prime Contracts Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Dollars	Dollars Lost	Ratio
Certified African American	\$0	0.0%	\$0	0.0%	43	5.8%	\$3,350,293	-\$3,350,293	0.00
Certified Arab American	\$0	0.0%	\$0	0.0%	1	0.1%	\$77,914	-\$77,914	0.00
Certified Asian American	\$12,589,426	21.7%	\$5,217,641	23.1%	161	21.6%	\$12,544,121	\$45,305	1.00
Certified Latino American	\$9,621,962	16.6%	\$1,396,592	6.2%	42	5.6%	\$3,272,379	\$6,349,583	2.94
Certified Native American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified WBE	\$15,382,680	26.5%	\$3,761,068	16.7%	100	13.4%	\$7,791,380	\$7,591,300	1.97
Certified LBE	\$3,204,810	5.5%	\$171,045	0.8%	38	5.1%	\$2,960,724	\$244,086	1.08
Non Certified	\$17,168,986	29.6%	\$12,010,611	53.2%	359	48.3%	\$27,971,053	-\$10,802,066	0.61
TOTAL	\$57,967,864	100.0%	\$22,556,957	100.0%	744	100.0%	\$57,967,864		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$612,190	1.1%	\$331,911	1.5%	56	7.5%	\$4,363,173	-\$3,750,983	0.14
Certified Minority Male	\$21,599,198	37.3%	\$6,282,322	27.9%	191	25.7%	\$14,881,535	\$6,717,663	1.45
Certified WBE	\$15,382,680	26.5%	\$3,761,068	16.7%	100	13.4%	\$7,791,380	\$7,591,300	1.97
Certified LBE	\$3,204,810	5.5%	\$171,045	0.8%	38	5.1%	\$2,960,724	\$244,086	1.08
Non Certified	\$17,168,986	29.6%	\$12,010,611	53.2%	359	48.3%	\$27,971,053	-\$10,802,066	0.61
TOTAL	\$57,967,864	100.0%	\$22,556,957	100.0%	744	100.0%	\$57,967,864		

Disparity Analysis - Architecture and Engineering Prime Contracts



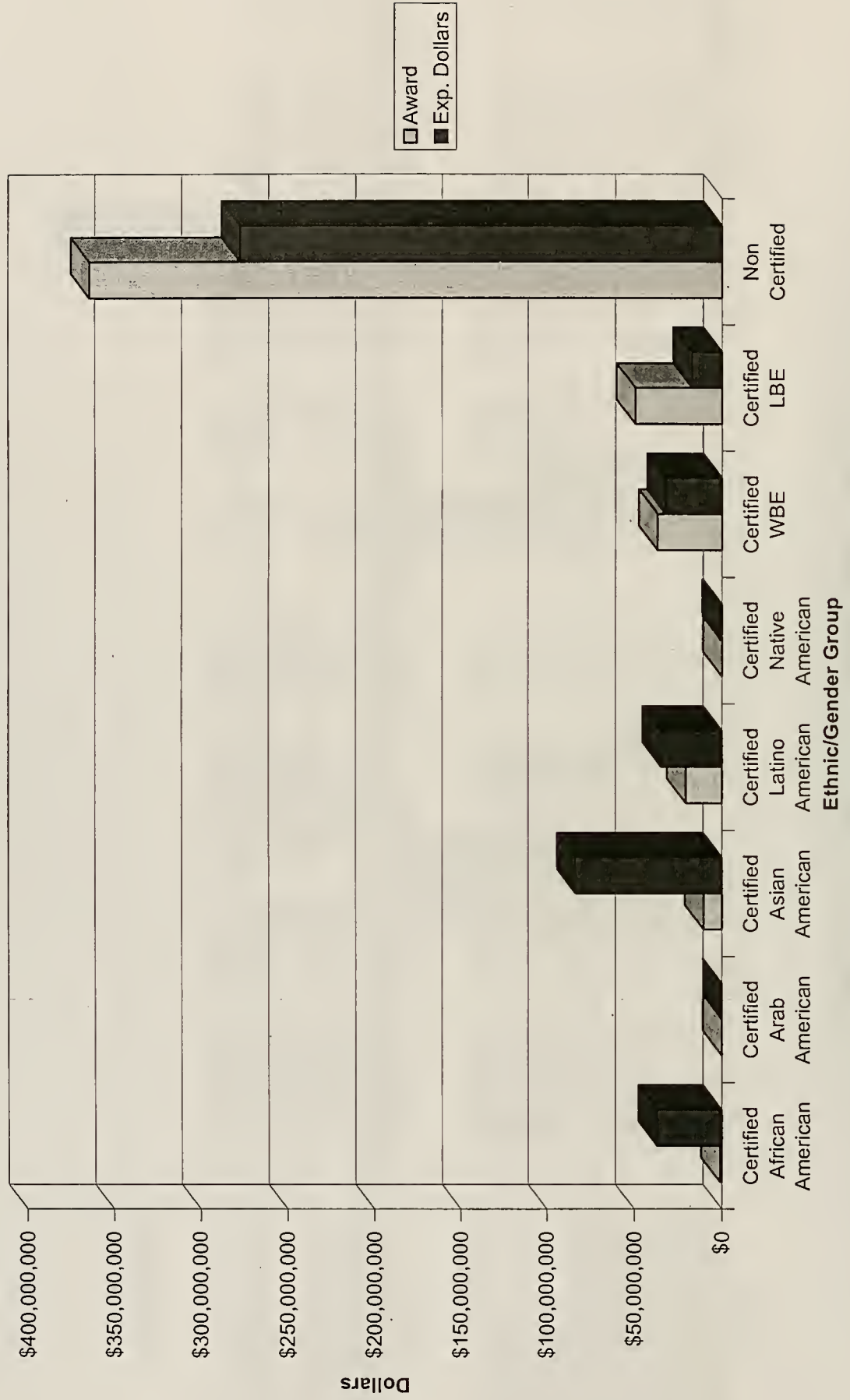
Disparity Analysis - Construction Prime Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Dollars	Dollars Lost	Ratio
Certified African American	\$1,143,848	0.2%	\$523,279	0.2%	71	7.6%	\$36,842,187	-\$35,698,338	0.03
Certified Arab American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified Asian American	\$10,463,217	2.2%	\$5,845,302	2.5%	161	17.3%	\$83,543,550	-\$73,080,333	0.13
Certified Latino American	\$20,575,035	4.3%	\$9,280,692	4.0%	67	7.2%	\$34,766,571	-\$14,191,535	0.59
Certified Native American	\$0	0.0%	\$0	0.0%	1	0.1%	\$518,904	-\$518,904	0.00
Certified WBE	\$36,728,218	7.6%	\$20,116,989	8.7%	62	6.7%	\$32,172,050	\$4,556,167	1.14
Certified LBE	\$49,390,792	10.2%	\$32,268,322	13.9%	33	3.6%	\$17,123,833	\$32,266,959	2.88
Non Certified	\$363,760,741	75.5%	\$164,108,334	70.7%	534	57.5%	\$277,094,756	\$86,665,985	1.31
TOTAL	\$482,061,851	100.0%	\$232,142,918	100.0%	929	100.0%	\$482,061,851		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$2,751,054	0.6%	\$1,881,794	0.8%	43	4.6%	\$22,312,874	-\$19,561,819	0.12
Certified Minority Male	\$29,431,047	6.1%	\$13,767,480	5.9%	257	27.7%	\$133,358,338	-\$103,927,291	0.22
Certified WBE	\$36,728,218	7.6%	\$20,116,989	8.7%	62	6.7%	\$32,172,050	\$4,556,167	1.14
Certified LBE	\$49,390,792	10.2%	\$32,268,322	13.9%	33	3.6%	\$17,123,833	\$32,266,959	2.88
Non Certified	\$363,760,741	75.5%	\$164,108,334	70.7%	534	57.5%	\$277,094,756	\$86,665,985	1.31
TOTAL	\$482,061,851	100.0%	\$232,142,918	100.0%	929	100.0%	\$482,061,851		

Disparity Analysis - Construction Prime Contracts



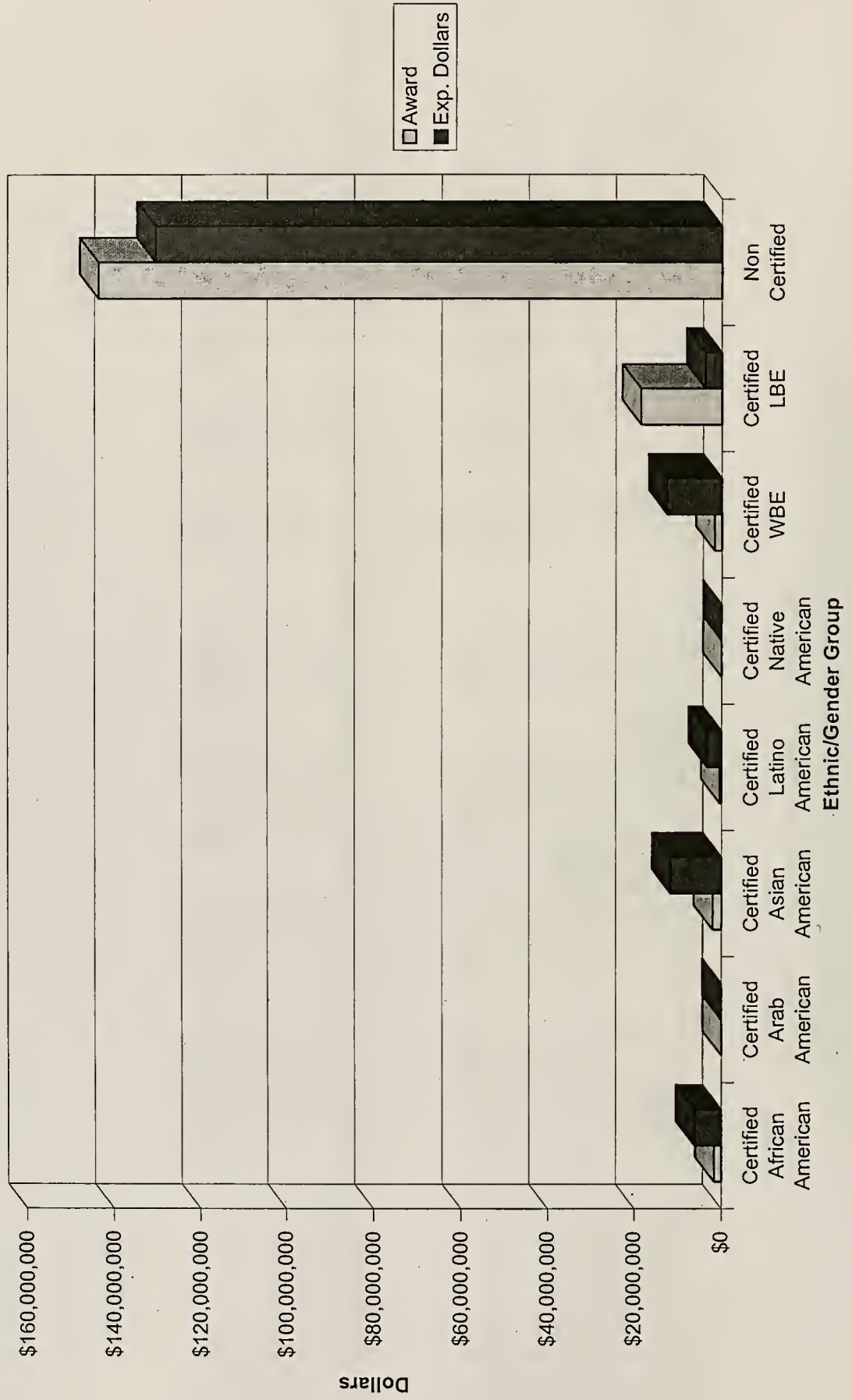
Disparity Analysis - Professional Services Prime Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Dollars	Dollars Lost	Ratio
Certified African American	\$1,687,991	1.0%	\$1,116,601	2.5%	68	3.6%	\$6,103,116	-\$4,415,125	0.28
Certified Arab American	\$0	0.0%	\$0	0.0%	1	0.1%	\$89,752	-\$89,752	0.00
Certified Asian American	\$2,032,031	1.2%	\$846,040	1.9%	130	7.0%	\$11,667,721	-\$9,635,691	0.17
Certified Latino American	\$425,000	0.3%	\$356,676	0.8%	37	2.0%	\$3,320,813	-\$2,895,813	0.13
Certified Native American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified WBE	\$1,673,661	1.0%	\$942,970	2.1%	139	7.4%	\$12,475,487	-\$10,801,826	0.13
Certified LBE	\$18,473,535	11.0%	\$610,140	1.4%	42	2.2%	\$3,769,572	\$14,703,963	4.90
Non Certified	\$143,363,962	85.5%	\$41,307,110	91.4%	1,451	77.7%	\$130,229,720	\$13,134,242	1.10
TOTAL	\$167,656,180	100.0%	\$45,179,537	100.0%	1,868	100.0%	\$167,656,180		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$1,482,126	0.9%	\$713,870	1.6%	66	3.5%	\$5,923,612	-\$4,441,487	0.25
Certified Minority Male	\$2,662,896	1.6%	\$1,605,448	3.6%	170	9.1%	\$15,257,789	-\$12,594,893	0.17
Certified WBE	\$1,673,661	1.0%	\$942,970	2.1%	139	7.4%	\$12,475,487	-\$10,801,826	0.13
Certified LBE	\$18,473,535	11.0%	\$610,140	1.4%	42	2.2%	\$3,769,572	\$14,703,963	4.90
Non Certified	\$143,363,962	85.5%	\$41,307,110	91.4%	1,451	77.7%	\$130,229,720	\$13,134,242	1.10
TOTAL	\$167,656,180	100.0%	\$45,179,537	100.0%	1,868	100.0%	\$167,656,180		

Disparity Analysis - Professional Services Prime Contracts



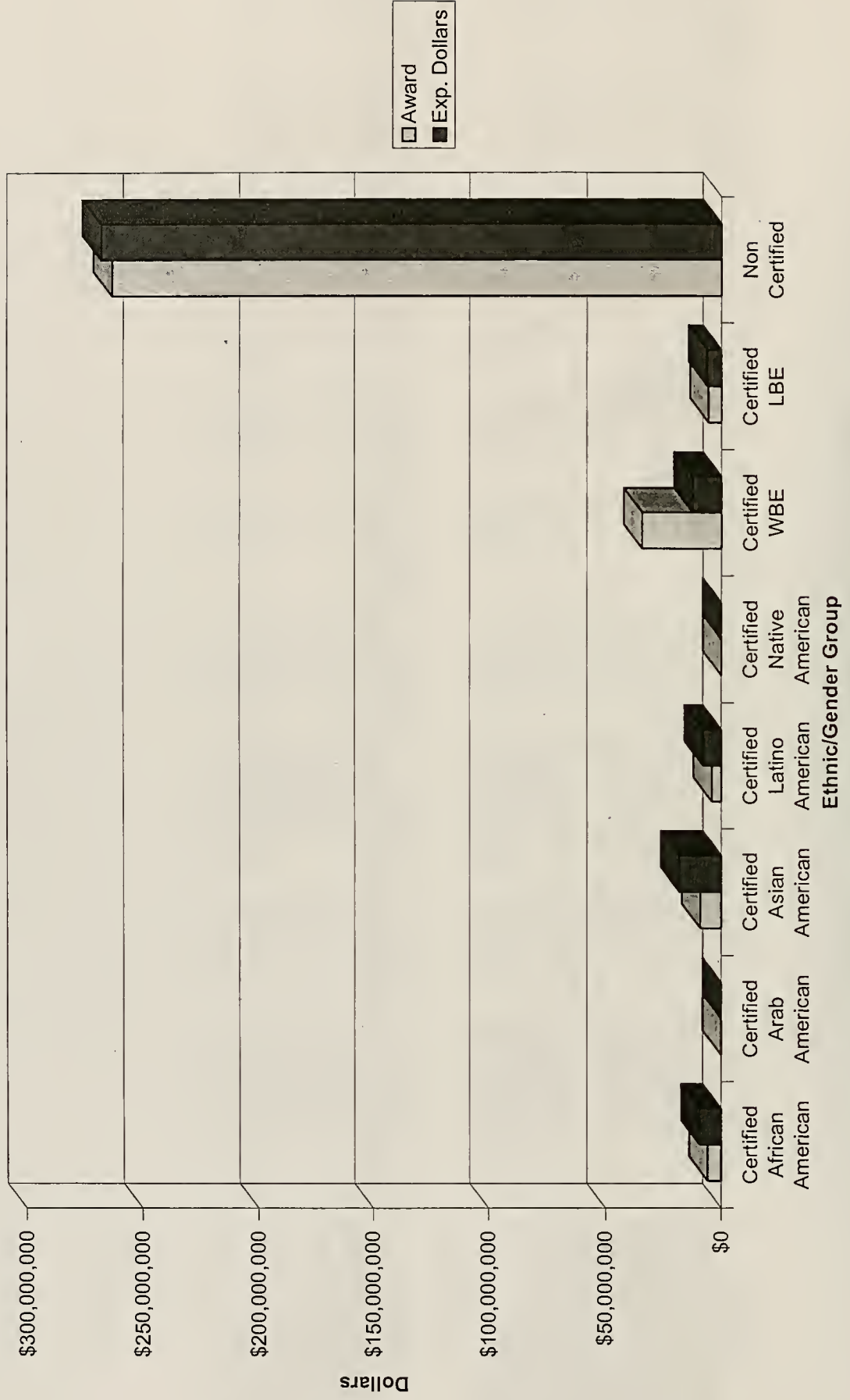
Disparity Analysis - Purchasing Prime Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Dollars	Dollars Lost	Ratio
Certified African American	\$5,848,589	1.8%	\$3,564,681	1.5%	88	2.9%	\$9,399,018	-\$3,550,428	0.62
Certified Arab American	\$43,666	0.0%	\$29,855	0.0%	0	0.0%	\$0	\$43,666	----
Certified Asian American	\$9,149,478	2.8%	\$6,941,449	2.9%	171	5.7%	\$18,264,000	-\$9,114,522	0.50
Certified Latino American	\$4,098,927	1.3%	\$2,781,485	1.1%	74	2.5%	\$7,903,719	-\$3,804,792	0.52
Certified Native American	\$0	0.0%	\$0	0.0%	1	0.0%	\$106,807	-\$106,807	0.00
Certified WBE	\$34,279,233	10.7%	\$22,574,382	9.3%	117	3.9%	\$12,496,421	\$21,782,812	2.74
Certified LBE	\$5,574,885	1.7%	\$5,123,069	2.1%	57	1.9%	\$6,088,000	-\$513,115	0.92
Non Certified	\$262,707,963	81.7%	\$201,211,507	83.1%	2,504	83.1%	\$267,444,777	-\$4,736,813	0.98
TOTAL	\$321,702,742	100.0%	\$242,226,428	100.0%	3,012	100.0%	\$321,702,742		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$6,580,995	2.0%	\$4,516,725	1.9%	90	3.0%	\$9,612,632	-\$3,031,637	0.68
Certified Minority Male	\$12,559,666	3.9%	\$8,800,745	3.6%	244	8.1%	\$26,060,913	-\$13,501,247	0.48
Certified WBE	\$34,279,233	10.7%	\$22,574,382	9.3%	117	3.9%	\$12,496,421	\$21,782,812	2.74
Certified LBE	\$5,574,885	1.7%	\$5,123,069	2.1%	57	1.9%	\$6,088,000	-\$513,115	0.92
Non Certified	\$262,707,963	81.7%	\$201,211,507	83.1%	2,504	83.1%	\$267,444,777	-\$4,736,813	0.98
TOTAL	\$321,702,742	100.0%	\$242,226,428	100.0%	3,012	100.0%	\$321,702,742		

Disparity Analysis - Purchasing Prime Contracts



APPENDIX 2

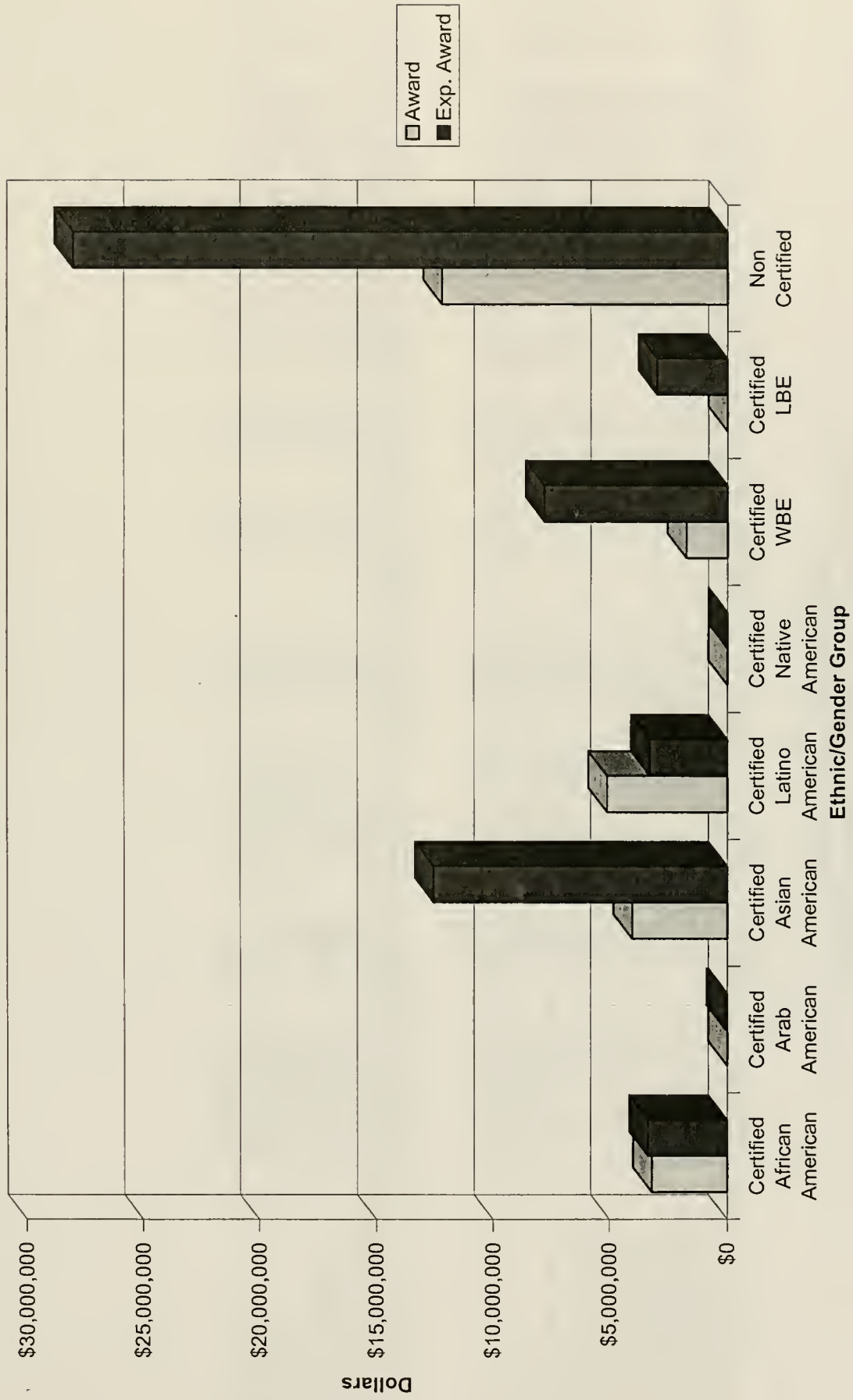
Disparity Analysis - Architecture and Engineering Sub Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified African American	\$3,186,066	12.1%	\$1,086,487	15.6%	43	5.8%	\$3,350,293	-\$164,227	0.95
Certified Arab American	\$0	0.0%	\$0	0.0%	1	0.1%	\$77,914	-\$77,914	0.00
Certified Asian American	\$4,024,548	15.3%	\$1,120,491	16.1%	161	21.6%	\$12,544,121	-\$8,519,573	0.32
Certified Latino American	\$5,101,207	19.5%	\$1,192,833	17.1%	42	5.6%	\$3,272,379	\$1,828,828	1.56
Certified Native American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified WBE	\$1,727,481	6.6%	\$327,903	4.7%	100	13.4%	\$7,791,380	-\$6,063,899	0.22
Certified LBE	\$0	0.0%	\$0	0.0%	38	5.1%	\$2,960,724	-\$2,960,724	0.00
Non Certified	\$12,186,675	46.5%	\$3,236,503	46.5%	359	48.3%	\$27,971,053	-\$15,784,378	0.44
TOTAL	\$26,225,977	100.0%	\$6,964,216	100.0%	744	100.0%	\$57,967,864		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$2,424,992	9.2%	\$810,558	11.6%	56	7.5%	\$4,363,173	-\$1,938,181	0.56
Certified Minority Male	\$9,886,829	37.7%	\$2,589,252	37.2%	191	25.7%	\$14,881,535	-\$4,994,706	0.66
Certified WBE	\$1,727,481	6.6%	\$327,903	4.7%	100	13.4%	\$7,791,380	-\$6,063,899	0.22
Certified LBE	\$0	0.0%	\$0	0.0%	38	5.1%	\$2,960,724	-\$2,960,724	0.00
Non Certified	\$12,186,675	46.5%	\$3,236,503	46.5%	359	48.3%	\$27,971,053	-\$15,784,378	0.44
TOTAL	\$26,225,977	100.0%	\$6,964,216	100.0%	744	100.0%	\$57,967,864		

Disparity Analysis - Architecture and Engineering Sub Contracts



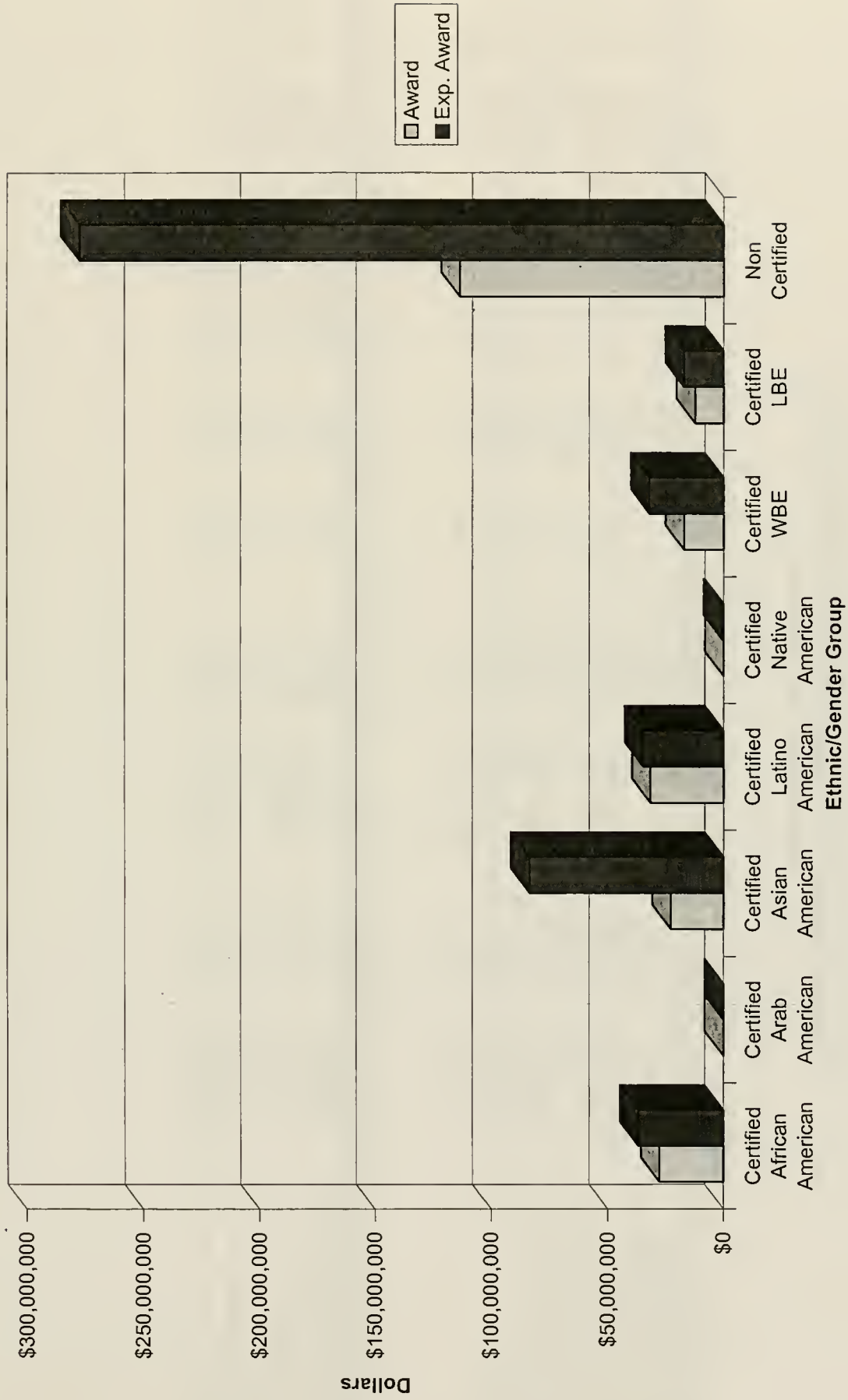
Disparity Analysis - Construction Sub Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified African American	\$27,587,848	12.3%	\$6,053,618	11.1%	71	7.6%	\$36,842,187	-\$9,254,339	0.75
Certified Arab American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified Asian American	\$22,699,252	10.1%	\$6,565,976	12.1%	161	17.3%	\$83,543,550	-\$60,844,298	0.27
Certified Latino American	\$31,621,329	14.1%	\$11,947,816	22.0%	67	7.2%	\$34,766,571	-\$3,145,242	0.91
Certified Native American	\$0	0.0%	\$0	0.0%	1	0.1%	\$518,904	-\$518,904	0.00
Certified WBE	\$16,973,597	7.6%	\$4,266,536	7.9%	62	6.7%	\$32,172,050	-\$15,198,453	0.53
Certified LBE	\$12,163,700	5.4%	\$5,970,067	11.0%	33	3.6%	\$17,123,833	-\$4,960,133	0.71
Non Certified	\$113,475,764	50.5%	\$19,507,208	35.9%	534	57.5%	\$277,094,756	-\$163,618,992	0.41
TOTAL	\$224,521,490	100.0%	\$54,311,221	100.0%	929	100.0%	\$482,061,851		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$12,445,762	5.5%	\$4,981,161	9.2%	43	4.6%	\$22,312,874	-\$9,867,112	0.56
Certified Minority Male	\$69,462,667	30.9%	\$19,586,249	36.1%	257	27.7%	\$133,358,338	-\$63,895,671	0.52
Certified WBE	\$16,973,597	7.6%	\$4,266,536	7.9%	62	6.7%	\$32,172,050	-\$15,198,453	0.53
Certified LBE	\$12,163,700	5.4%	\$5,970,067	11.0%	33	3.6%	\$17,123,833	-\$4,960,133	0.71
Non Certified	\$113,475,764	50.5%	\$19,507,208	35.9%	534	57.5%	\$277,094,756	-\$163,618,992	0.41
TOTAL	\$224,521,490	100.0%	\$54,311,221	100.0%	929	100.0%	\$482,061,851		

Disparity Analysis - Construction Sub Contracts

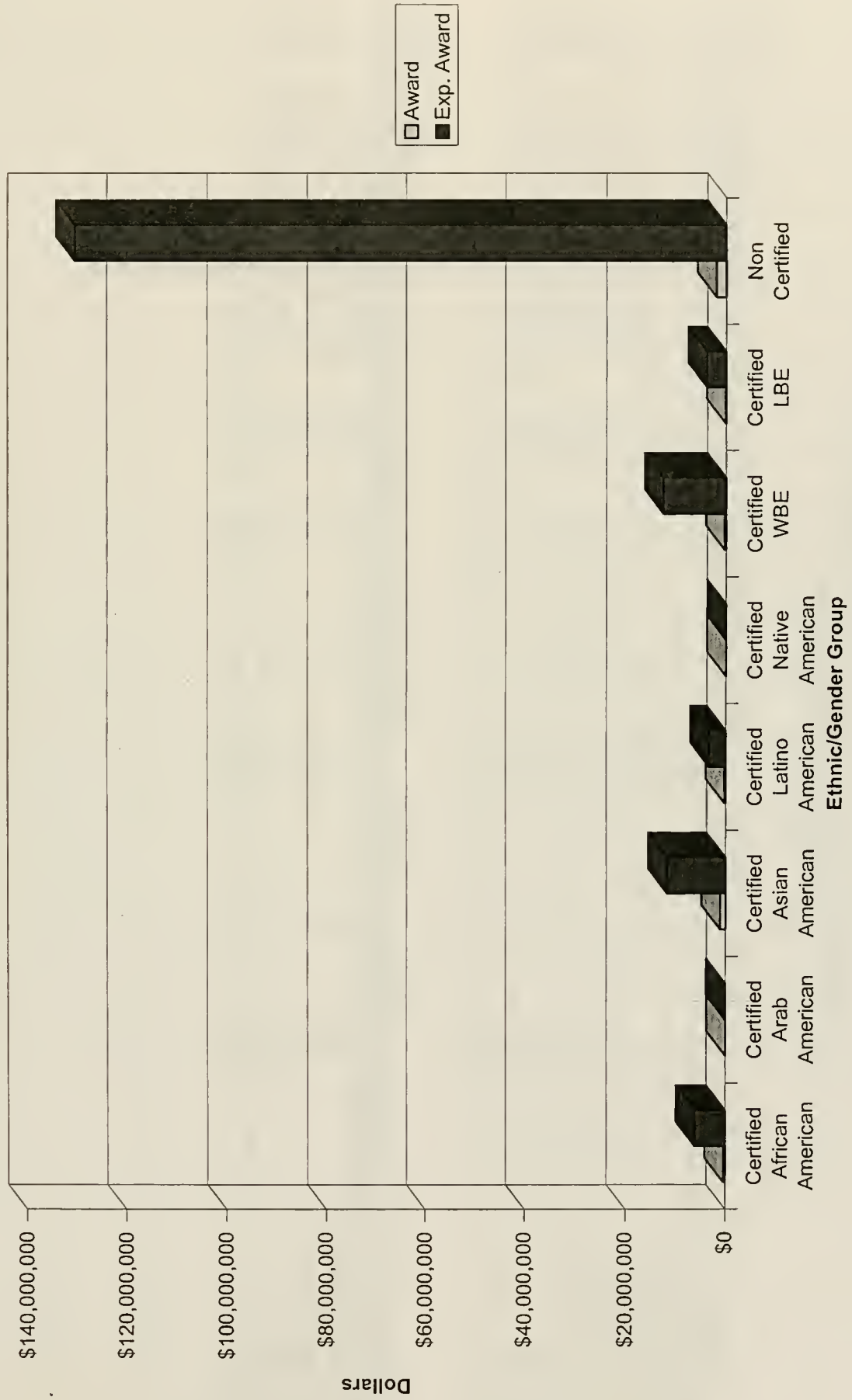


Disparity Analysis - Professional Services Sub Contracts
Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified African American	\$372,879	9.5%	\$822,390	18.6%	68	3.6%	\$6,103,116	-\$5,730,237	0.06
Certified Arab American	\$0	0.0%	\$0	0.0%	1	0.1%	\$89,752	-\$89,752	0.00
Certified Asian American	\$1,046,193	26.6%	\$835,532	18.9%	130	7.0%	\$11,667,721	-\$10,621,528	0.09
Certified Latino American	\$230,227	5.8%	\$192,541	4.4%	37	2.0%	\$3,320,813	-\$3,090,586	0.07
Certified Native American	\$0	0.0%	\$0	0.0%	0	0.0%	\$0	\$0	----
Certified WBE	\$265,912	6.8%	\$800,915	18.1%	139	7.4%	\$12,475,487	-\$12,209,575	0.02
Certified LBE	\$94,000	2.4%	\$0	0.0%	42	2.2%	\$3,769,572	-\$3,675,572	0.02
Non Certified	\$1,928,365	49.0%	\$1,773,832	40.1%	1,451	77.7%	\$130,229,720	-\$128,301,356	0.01
TOTAL	\$3,937,576	100.0%	\$4,425,210	100.0%	1,868	100.0%	\$167,656,180		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$683,362	17.4%	\$587,911	13.3%	66	3.5%	\$5,923,612	-\$5,240,250	0.12
Certified Minority Male	\$965,937	24.5%	\$1,262,553	28.5%	170	9.1%	\$15,257,789	-\$14,291,852	0.06
Certified WBE	\$265,912	6.8%	\$800,915	18.1%	139	7.4%	\$12,475,487	-\$12,209,575	0.02
Certified LBE	\$94,000	2.4%	\$0	0.0%	42	2.2%	\$3,769,572	-\$3,675,572	0.02
Non Certified	\$1,928,365	49.0%	\$1,773,832	40.1%	1,451	77.7%	\$130,229,720	-\$128,301,356	0.01
TOTAL	\$3,937,576	100.0%	\$4,425,210	100.0%	1,868	100.0%	\$167,656,180		

Disparity Analysis - Professional Services Sub Contracts



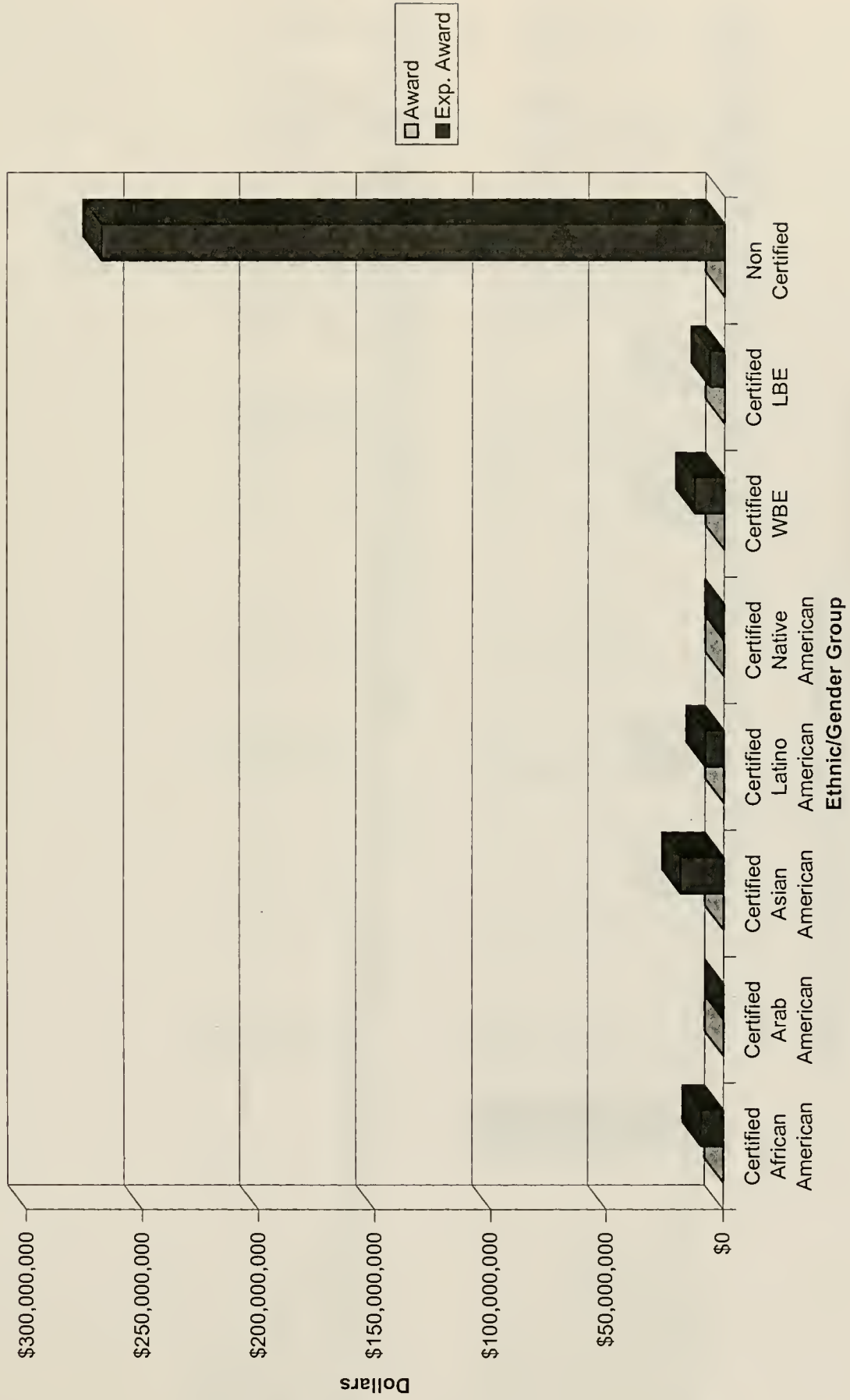
Disparity Analysis - Purchasing Sub Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified African American	\$0		\$0		88	2.9%	\$9,399,018	-\$9,399,018	0.00
Certified Arab American	\$0		\$0		0	0.0%	\$0	\$0	----
Certified Asian American	\$0		\$0		171	5.7%	\$18,264,000	-\$18,264,000	0.00
Certified Latino American	\$0		\$0		74	2.5%	\$7,903,719	-\$7,903,719	0.00
Certified Native American	\$0		\$0		1	0.0%	\$106,807	-\$106,807	0.00
Certified WBE	\$0		\$0		117	3.9%	\$12,496,421	-\$12,496,421	0.00
Certified LBE	\$0		\$0		57	1.9%	\$6,088,000	-\$6,088,000	0.00
Non Certified	\$0		\$0		2,504	83.1%	\$267,444,777	-\$267,444,777	0.00
TOTAL	\$0		\$0		3,012	100.0%	\$321,702,742		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$0		\$0		90	3.0%	\$9,612,632	-\$9,612,632	0.00
Certified Minority Male	\$0		\$0		244	8.1%	\$26,060,913	-\$26,060,913	0.00
Certified WBE	\$0		\$0		117	3.9%	\$12,496,421	-\$12,496,421	0.00
Certified LBE	\$0		\$0		57	1.9%	\$6,088,000	-\$6,088,000	0.00
Non Certified	\$0		\$0		2,504	83.1%	\$267,444,777	-\$267,444,777	0.00
TOTAL	\$0		\$0		3,012	100.0%	\$321,702,742		

Disparity Analysis - Purchasing Sub Contracts



Disparity Analysis - Telecommunications Sub Contracts

Calendar years: 1998 to Present

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified African American	\$0		\$0		3	20.0%	\$2,126,713	-\$2,126,713	0.00
Certified Arab American	\$0		\$0		0	0.0%	\$0	\$0	----
Certified Asian American	\$0		\$0		1	6.7%	\$708,904	-\$708,904	0.00
Certified Latino American	\$0		\$0		1	6.7%	\$708,904	-\$708,904	0.00
Certified Native American	\$0		\$0		0	0.0%	\$0	\$0	----
Certified WBE	\$0		\$0		1	6.7%	\$708,904	-\$708,904	0.00
Certified LBE	\$0		\$0		1	6.7%	\$708,904	-\$708,904	0.00
Non Certified	\$0		\$0		8	53.3%	\$5,671,235	-\$5,671,235	0.00
TOTAL	\$0		\$0		15	100.0%	\$10,633,566		

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
Ethnicity	Award	Award%	Payment	Payment%	#Businesses	Avail%	Exp. Award	Dollars Lost	Ratio
Certified Minority Female	\$0		\$0		3	20.0%	\$2,126,713	-\$2,126,713	0.00
Certified Minority Male	\$0		\$0		2	13.3%	\$1,417,809	-\$1,417,809	0.00
Certified WBE	\$0		\$0		1	6.7%	\$708,904	-\$708,904	0.00
Certified LBE	\$0		\$0		1	6.7%	\$708,904	-\$708,904	0.00
Non Certified	\$0		\$0		8	53.3%	\$5,671,235	-\$5,671,235	0.00
TOTAL	\$0		\$0		15	100.0%	\$10,633,566		

Disparity Analysis - Telecommunications Sub Contracts

